

THE ELECTRICAL WORKER OFFICIAL JOURNAL

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

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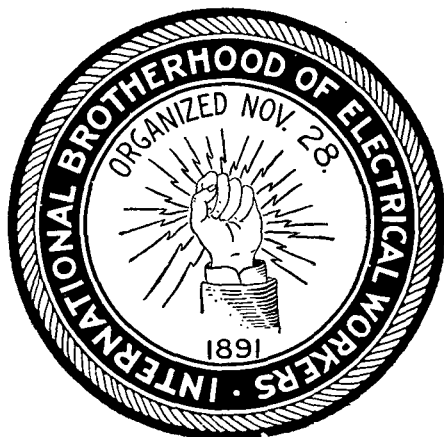
APRIL, 1910

Editorial

A Solid Foundation
Measure Up to It
Editorial Notes
Another Fiasco by the
Disrupters

EDUCATION

THE ELECTRICAL



WORKER

OFFICIAL JOURNAL
of the
International Brotherhood of Electrical Workers.

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CLEVELAND FEDERATIONIST

The Cleveland Federationist, the official organ of the Cleveland Federation of Labor, issued, under the directions of that body, has made its appearance. It is a sheet well edited and of unusual merit, with articles of interest to the trade union movement. It will go a long way toward counteracting the spirit of disloyalty occasioned by the Cleveland Citizen, which was issued in that city and which for years has been of incalculable injury to the labor movement.

The editors of the Cleveland Federationist are to be commended for the very excellent publication which they have given to the labor movement, and there is no doubt but that its influence will be far reaching.

We attach herewith an editorial from their issue of April 7, giving an idea of the character of the publication itself:

WHAT?

We stand for character and personal worth in the membership of Union Labor. The demagogue, the censorious dogmatist, the shirk and the quarrelsome disturber are too frequently responsible for the world's estimate of Unionism.

This hurtful, often fatal, misrepresentation can be easily eliminated by the united purpose of the character and brains within our ranks, and to that element we shall direct our appeal and our encouragement as far as it is given us to see the right.

We stand for no political party. We believe that under our representative system of government, the public weal is best subserved by having two great parties modified by the initiative and the referendum, and that the high cause of Union Labor may be most speedily advanced by our lending our united strength as occasion suggests to the party or the men or the man who seems with greater certainty tending in the direction in which we are going.

And it is our earnest conviction that when men in public life manifest exceptional capacity, not mere politicians, but statesmen of comprehensive minds and broad views, are in evidently sincere sympathy with our aspirations, such men should receive our continuous support, even though in certain details or on cer-

tain occasions their views do not accord strictly with our own.

Let us accord liberty of thought in the same measure that we demand sincerity of friendship.

To this great purpose of unity of thought and unity of political influence let us cultivate cordial relations with all branches of Union Labor, whether or not they are affiliated with the American Federation.

Internecine bitterness and strife will never unite Union Labor into one grand army.

We stand for the closed shop as essential—as vital—to the strength and success of Unionism.

The open shop (so termed) is the mainstay of oppressing greed in the employment of labor and for sincere unionism to tolerate or acquiesce in the open shop were as foolish as for a fortified town of ancient times to build its protecting walls no higher than the enemy's knees.

Wittingly or unwittingly the workers in the open shop stand for the destruction of Unionism and the circumstances are extraordinary indeed when a worker loyal to his Union is justifiably marching in the ranks of its enemies.

The Union man will refuse to work in an "open shop" because he will not work for nor work with the enemies of his cause, and his Union will sustain him in that position.

The Union will not sustain a member who is a laggard or unfaithful or unskillful, against his employer; the employer's right of reasonable judgment in these particulars the Union will invariably uphold.

We seek in a conservative spirit to be a helping force in the cause of genuine Unionism.

We are not extremists; we are not iconoclasts; we would not pull down anything serviceable until fully and certainly prepared to erect an improved structure in its place.

"With malice towards none, with charity for all," we shall stand for the reasonably conservative policy of the American Federation of Labor, and we shall invite all workingmen to thoughtfully consider its principles, its great leaders and its working spirit.

THE PRESIDENT ON INJUNCTIONS.

BY SAMUEL GOMPERS.

President Taft, in his first annual message to Congress, makes reference to many interesting topics. The one chiefly relating to labor is a recommendation for a law providing that no injunction shall be issued without previous notice, unless it shall appear to the satisfaction of the court that the delay would result in "irreparable injury" to the complainant. After quoting the plank on the subject his party adopted in the last campaign, the President says:

"I recommend that, in compliance with the promise thus made, appropriate legislation be adopted. The ends of justice will best be met and the chief cause of complaint against ill-considered injunctions without notice will be removed by the enactment of a statute forbidding hereafter the issuing of any injunction or restraining order, whether temporary or permanent, by any federal court, without previous notice and a reasonable opportunity to be heard on behalf of the parties to be enjoined; unless it shall appear to the satisfaction of the court that the delay necessary to give such notice and hearing would result in irreparable injury to the complainant, and unless also the court shall from the evidence make a written finding, which shall be spread upon the court minutes, that immediate and irreparable injury is likely to ensue to the complainant, and shall define the injury, state why it is irreparable, and shall also indorse on the order issued the date and the hour of the issuance of the order.

"Moreover, every such injunction or restraining order issued without previous notice and opportunity by the defendant to be heard should by force of the statute expire and be of no effect after seven days from the issuance thereof or within any time less than that period which the court may fix, unless within such seven days of such less period the injunction or order is extended or renewed after previous notice and opportunity to be heard.

"My judgment is that the passage of such an act, which really embodies the best practice in equity and is very like the rule now in force in some courts, will prevent the issuing of ill-advised orders of injunction without notice, and will render such orders when issued much less objectionable by the short time in which they may remain effective."

Of course, every expression of opinion of the President is entitled to respectful and thoughtful consideration; when that

utterance is officially communicated to Congress with a recommendation for its enactment into law it becomes of still greater importance. The President's recommendation should be read and re-read, each thought very carefully weighed in relation to the other, and the test of fact and experience applied thereto.

For instance, of what practical use would the enactment of a law based upon the President's recommendation prove? What tangible reform or relief would be achieved? There has not been an injunction granted by any of the courts, federal or state, but that was based on the complainants's allegation to the court's "satisfaction" that unless the injunction was granted "irreparable injury" would follow.

Take the case of the Buck's Stove and Range Company against the American Federation of Labor, its officers, its affiliated organizations, their two million members and friends. That company, in its petition for the injunction, alleged that unless the writ was granted it would suffer "irreparable injury." That company sought and obtained its injunction from Justice Gould after "notice" and "hearing," and yet the outrageous injunction forbidding and enjoining free speech and free press was issued, under which three American citizens were sentenced to long terms of imprisonment. It is true that the court of appeals later modified the terms of the injunction, but the same court held that no matter what the original and unmodified injunction forbade, Mitchell, Morrison and Gompers were compelled to obey.

Justice Wright declared that he placed "the matter at bar distinctly on the proposition that were the order confessedly erroneous yet it must have been obeyed." The Court of Appeals of the District of Columbia, in affirming Judge Wright's decision and sentence, declared that "the decree became a final and binding judgment against the defendants until reversed or modified on appeal." It is not the contention that in the case which we are discussing the matters involved were "erroneous," confessedly or otherwise, but that the injunction of Justice Gould was without warrant, authority or jurisdiction in that it invaded and denied the constitutionally guaranteed rights of free speech and free press, and therefore the decree was void.

Let us suppose that the President's recommendation had been the law when the Buck's Stove and Range Company petitioned Justice Gould for the injunc-

tion. There would not have been the slightest variation from the procedure in the injunction, or in the contempt case which arose out of it. There would not have been a scintilla of protection to the defendants of their rights as citizens and representatives of the workers. And that which applied to the defendants applies with equal effect to the two million men and their friends and sympathizers enjoined.

A significant fact will be observed that the President nowhere in his recommendation makes reference to any existing law to be amended, no statute altered to accomplish his expressed purpose. Indeed, one would look in vain for any federal law which authorizes any judge to issue an injunction as injunctions are issued in labor disputes. The fact is that the President's judgment and recommendation are based, not on the law, but on the "practice." And it is this very practice which is not statute law, but judge made law.

We ask a careful consideration of Labor's contention upon this all-important question of our time, and we challenge a discussion of the points here submitted. Labor insists that:

The writ of injunction was intended to be exercised for the protection of property rights only.

He who would seek its aid in equity must do equity and must come into court with clean hands.

It must never be used to curtail personal rights.

It must not be used ever in an effort to punish crime.

There must be no other adequate remedy at law.

IT MUST NOT BE USED AS A MEANS TO SET ASIDE TRIAL BY JURY.

Injunctions as issued against workmen are never used or issued against any other citizen of our country.

It is an attempt to deprive citizens of our country, when these citizens are workmen, of the right of trial by jury.

It is an effort to fasten an offense on them when they are innocent of any unlawful or illegal act.

It is an indirect assertion of a property right in men when these men are workmen engaged in a lawful effort to protect or advance their natural rights and interests.

Injunctions as issued in trade disputes are to make outlaws of men when they are not even charged with doing things in violation of any law of State or nation.

The injunctions which the courts issue against Labor are supposed by them to be good enough law today, when there exists a dispute between workmen and their employers; but it is not good law—in fact, is not law at all—tomorrow or

next day when no such labor dispute exists.

The issuance of injunctions in labor disputes is not based upon law, but is a species of judicial legislation, judicial usurpation, in the interests of the money power against workmen innocent of any unlawful or criminal act.

The doing of the lawful acts enjoined by the courts renders the workmen guilty of contempt of court, and punishable by fine or imprisonment, or both.

In all things in which workmen are enjoined by the process of an injunction during labor disputes, if those acts are criminal or unlawful, there is now ample law and remedy covering them. From the logic of this there is no escape.

No act is legally a crime unless there is a law designating it and specifying it to be a crime.

No act is unlawful unless there be a law on the statute books designating and specifying it to be unlawful; hence, it follows that:

No act is criminal or unlawful unless there is a law prohibiting its commission.

We assert that Labor asks no immunity for any of its men who may be guilty of any criminal or unlawful act.

It insists upon the workers being regarded and treated as equals before the law with every other citizen; that if any act be committed by any one of our number, rendering him amenable to the law, he shall be prosecuted by the ordinary forms of law and by the due process of law, and that an injunction does not lawfully and properly apply and ought not to be issued in such cases.

The injunction process as applied to men engaged in a dispute with employers includes the allegation of criminal or unlawful acts as a mere pretext, so that the lawful and innocent acts in themselves may also be incorporated and covered by the blanket injunction. And the performance of the lawful and innocent acts in themselves despite the injunction renders them at once guilty of contempt of the court's order which is summarily punished by fine or imprisonment, or both.

In itself the writ of injunction is of a highly important and beneficent character. Its aims and purposes are for the protection of property rights. It never was intended, and never should be invoked, for the purpose of depriving free men of their personal rights, the right of man's ownership of himself; the right of free locomotion, free assemblage, free association, free speech, free press; the freedom to do those things promotive of life, liberty and happiness, and which are not in contravention of the law of our land.

We re-assert that we ask no immunity for ourselves or for any other man who may be guilty of any unlawful or criminal act; but we have a right to insist,

and we do insist, that when a workman is charged with a crime or any unlawful conduct, he shall be accorded every right, be apprehended, charged, and tried by the same process of law and before a jury of his peers, equally as any other citizen of our country.

It is agreed by all, friends and opponents alike, that the injunction process, beneficent in its inception and general practice, never should apply and legally can not be applied where there is another ample remedy at law.

Labor protests against the issuance of injunctions in disputes between workmen and employers when no such injunctions would be issued when no such dispute exists. Such injunctions have no warrant in law and are the result of judicial usurpation and judicial legislation rather than of Congressional legislation.

Labor protests against the discrimination of the courts against the laboring men of our country which deprives them of their constitutional guaranty of equality before the law.

The injunctions against which we protest are flagrantly and without warrant of law issued almost daily in some section of our country and are violative of the fundamental rights of man. When better understood, they will shock the con-

science of our people, the spirit and genius of our republic.

We shall exercise our every right, and in the meantime concentrate our efforts to secure the relief and the redress to which we are so justly entitled.

Not only in our own interest, but in the interest of all the people of our country, for the preservation of real liberty, for the elimination of bitterness and class hatred, for the perpetuation of all that is best and truest, we can never rest until the last vestige of this injustice has been removed from our public life.

We regret that necessity has arisen for a restatement of Labor's position upon this great question of relief from the abuse of the injunctive process; but Congress has not seriously concerned itself in remedying the wrong and according justice to the working people of our country. The President's recommendation is the wrong way to restore right and equality before the law. So long as these principles are unrecognized in the law as well as the practice, Labor will stand erect and demand right, justice and freedom, exactly upon an equality, neither more nor less, with every other citizen of our country.—The American Federationist.

AMERICAN FEDERATION OF LABOR.

TO ORGANIZED LABOR OF AMERICA—GREETING:

Ten cents per member is hereby asked of every trade union in America. The object is fully stated in the accompanying circular entitled "Plan of Action and Appeal," the same having been adopted by a conference of representative labor men of America held at Pittsburg, Pennsylvania, December 13-14, and which has also been approved and endorsed by the Executive Council of the American Federation of Labor. Contributions should be sent to Mr. John Williams, Secretary, Amalgamated Association of Iron and Steel Workers, 503 House Building, Pittsburg, Pennsylvania.

Little is necessary to be added to the general circular. These points, however, need to be emphasized:

The present contest in the iron, steel and tin plate trade was not begun by organized labor; it was started by the U. S. Steel Corporation. The trade unions are acting in self-defense and in protection of the American standard of life and of American institutions. The aggressions

of the Trust upon union labor have been deliberate, manifold, insidious and persistent. At every successive move these aggressions betray evidences of a comprehensive plot by the master minds of a national wide monopoly bent on increasing dividends, no matter what the cost to American labor, to the country at large, or to human progress.

This campaign of the Steel Trust against union labor because of the latter's avowed objects of a normal work day and an American wage standard is but the manifestation of one scheme in a series which together form a conspiracy worthy a Caesar, a Napoleon, or a Bismarck against the American institutions of unrestricted production, fair dividends, just legislation, an impartial judiciary and free and uncorrupted press and an unmanipulated market and the highest estate for labor that production can justify. These counts against the Steel Trust are undeniable:

Its control of production is one of its established features constantly extolled as a merit by that portion of the press animated by Wall Street motives.

Its dividends are based upon not only its invested capital but more than one-half billion of watered stock.

Its attorneys are notoriously present at or in every legislative body from which privilege may be purchased or advantage in some form be procured.

Its influence upon certain courts presided over by notable examples of the judiciary has been shown by the radical modifications of their unjust injunctions speedily made by higher courts.

Its close touch with certain infamous daily newspapers is exhibited upon every occasion when it is possible for editors to choose between prostrating themselves before its subsidy disburbers or standing up to courageously defend common rights.

Its systematic destruction of an open and honest market is shown by numberless methods, from pushing higher an already super-protective tariff against a contrary public opinion to the crushing out of rivals in any branch of the industries upon which it enters.

Its crowning criminality, however, is its bold and heartless enserfing of labor. To disarm public indignation against its industrial and social crimes in this respect the Trust has instituted the so-called "profit sharing" system which, even the slightest examination, proves to be a transparent deceit, through which a small minority of its employes are sought to be bribed to help in daily sweating the vast majority, to prevent the others from joining labor organizations and to break down the spirit of manliness that has been a cherished characteristic of American Labor. The Trust methodically hires freshly arrived immigrants, opens or closes mills to dishearten communities of its employes and substitutes young lads in its work for fathers with families.

The Steel Trust's methods of dealing with labor lead to playing one set of its employes against another in ruinous competition, to suppressing trade agreements, to preventing the entire body of workers from expressing their opinion as to the terms of the necessarily changing conditions under which they would steal their labor, and so preventing in any way their taking part in the modern American labor movement, which is rapidly uplifting the wage-working masses throughout the civilized world.

The methods of the trade unionists of America, on the contrary, taken broadly, free labor from a slavish dependence either upon the unstable philanthropy or the contemptuous labor trafficking which are features of today's multi-millionarism.

The trade unionists of America have now their choice between lying down and letting Steel Trust methods have their sway or standing up and arraying themselves with men who intend to fight to maintain unimpaired the rights, duties and standards of the civilization that America's founders and preservers bequeathed to our generation and time.

Trade unionists, men of labor, friends, in this contest the Iron, Steel and Tin Plate Workers have made a great struggle and are heroically battling not only for their own rights but for the rights of all. Until the Steel Trust changes its present hostile attitude toward labor there can be no let up, even for a moment, in our activities in bringing it before the bar of public opinion. In this contest the moral support and financial assistance of all are necessary. Every dollar received will be duly accounted for and properly distributed to aid the men, their wives and children to maintain themselves during the contest.

Trade unionists and friends, in this contest on which side are you?

All are urged to contribute ten cents during the month of January; pay the same over to the Secretary of Local Unions, he to forward it to Mr. John Williams, House Building, Pittsburg, Pa.

Earnestly urging all to united effort in this New Year to bring victory to labor in this contest, we are,

Fraternally yours,

SAM'L GOMPERS,

President.

Attest:

FRANK MORRISON,

Secretary.

James Duncan, First Vice-Pres.

John Mitchell, Second Vice-Pres.

James O'Connell, Third Vice-Pres.

D. A. Hayes, Fourth Vice-Pres.

Wm. D. Huber, Fifth Vice-Pres.

Jos. F. Valentine, Sixth Vice-Pres.

John R. Alpine, Seventh Vice-Pres.

H. B. Perham, Eighth Vice-Pres.

John B. Lennon, Treasurer.

Executive Council, American Federation of Labor.

WAGE SCHEDULE AND CONDITIONS

Agreed upon Between the Pacific Telephone and Telegraph Company and the International Brother- hood of Electrical Workers.

THIS AGREEMENT, made and entered into this 1st day of February, A. D. 1910, by and between the PACIFIC TELEPHONE AND TELEGRAPH COMPANY (together with any subordinate company, directly or indirectly under its control, individuals, other companies' contractors, sub-contractors, or third parties, doing or causing to be done in behalf of, or at the instance or behest of the company, all classes of electrical work, herein mentioned), and doing business in the States of Washington, Oregon, California and Nevada, or wherever the lines of said Company do or may run, they to be known and designated herein as the "Company" and party of the first part, and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, through the Pacific District Council No. 1 of the Third District, I. B. E. W. (together with its Subordinate Unions in the territory above mentioned) and doing business in the aforesaid territory, and hereinafter designated and known as the "Council," the party of the second part (it being expressly stipulated and understood that the exception as to territory where this agreement is to run and be of full force and effect, shall be Southern Nevada, Goldfield, Tonopah, etc., or in the territory now covered by the lines of the Southern Nevada Tel. & Tel. Company.)

WITNESSETH.

FIRST, that for and in consideration of harmonious relations and settled conditions of employment, with financial and personal relations mutually beneficial, and the covenants and agreements herein contained, the parties hereto do hereby enter into, ordain, establish and agree to the following wage schedule, and conditions of employment, for a period of one year, commencing February 1, 1910, and to continue in full force and effect thereafter unless terminated by ninety days' notice, in writing, from either of the parties hereto to the other, whereupon the same may be amended, cancelled or substituted as may be mutually agreed upon by the parties hereto.

WORKING RULES AND SCHEDULE OF WAGES.

These rules will apply only to employees listed in Section 31 and shall be posted for the information and government of all employees.

1. Eight hours shall constitute a day's

work in city exchanges. Ordinary working hours, 8 a. m. to 12 m., and 1 p. m. to 5 p. m.

2. Nine hours shall constitute a day's work in suburban exchanges or on toll, suburban or farmer lines. Ordinary working hours, 7 a. m. to 12 m., and 1 p. m. to 5 p. m.

3. Exchanges having 100 or more telephones connected are designated as City Exchanges, less than 100, Suburban Exchanges.

4. Employees working on the eight hour basis shall go to and from point of work on their own time.

5. Employees working on the nine hour basis shall go to and from point of work on the company's time.

6. Overtime shall be computed upon the basis of eight hours per day and at the standard rate the employee is entitled to in Section 31.

7. The first three hours of overtime worked between 5 p. m. and 9 p. m. shall be computed at the rate of time and one-half of standard rate.

8. Additional overtime or overtime starting at 9 p. m. or later shall be computed at rate of double time of standard rate and shall continue (excepting intermission for meals) until employee is relieved from duty.

9. Overtime when traveling will not apply to employees being transferred to new headquarters, nor to employees in floating gangs, patrol gangs, traveling inspectors, traveling switchboardmen, or other employees whose assignment of work requires continuous traveling.

10. All time worked during regular hours on Sundays and holidays to be computed at rate of time and one-half of standard rate. Holidays shall be as follows: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas, and such other days as are observed generally as holidays in the several States in which this company operates. Bank holidays and election days not included. When a holiday falls on Sunday, the following Monday shall be considered a holiday.

11. All work within established city or town limits shall be on the eight hour basis, work outside of such limits to be on the nine hour basis. Overtime to be paid as per Sections 6, 7 and 8.

12. Employees reporting for work between 5 a. m. and 7 a. m. on the nine hour basis, and 5 a. m. and 8 a. m. on the eight hour basis, such time will be computed at double time of standard rate. Ordinary hours following will be computed at straight time of standard rate.

13. Employees held waiting orders shall be paid at the standard rate, and employees relieved from duty during the day (except by their own fault or request or on account of weather conditions), shall receive not less than one-half day's pay, and if working more than one-half day shall be paid for a full day's work.

14. Ordinarily, the working hours will be as stated in Sections 1 and 2, but shift work shall be any eight consecutive hours (except intermission for meals) of the twenty-four. An assignment to shift work shall not be for less than fourteen working days. Where working conditions or seasons determine ordinary working hours may be changed to meet such conditions, but no change may be made for less than one month's time except at request of employees and upon approval of Foreman.

15. The expenses of board and lodging will be allowed all Foremen when sent away from headquarters.

The expense of board and lodging will be allowed all Cable Splicers (Journey-men or Apprentices) when sent away from headquarters.

16. All other employees detailed for work away from headquarters upon a temporary job will be allowed the expense of board and lodging.

Fourteen calendar days will be considered a temporary job. More than fourteen calendar days will be considered a permanent job, for which no board and lodging expense will be allowed. Employees shall be notified before being sent away whether the work will be classified as a temporary or permanent job. If classified as a temporary job and work exceeds fourteen calendar days, board and lodging will be provided until return to headquarters. If classified as a permanent job, and a return to headquarters (except in case of dismissal or resignation), is made in less than fourteen days, board and lodging will be allowed.

Headquarters shall be considered as the point where men are actually engaged for work.

17. Where carfare during working hours is deemed necessary by the Company, same will be furnished to employees affected by this schedule.

Where transportation is considered necessary by the Company beyond the 5-cent limit, the Company will furnish same to employees affected by this schedule.

18. Employees affected by this schedule resigning or dismissed from work while away from headquarters, will not be al-

lowed transportation to headquarters. Should the completion of work render the services of employees no longer necessary, transportation to headquarters, or its equivalent amount such transportation would cost the Company, will be allowed.

19. Employees shall be paid semi-monthly, payment to be made on the 22d of the month for wages due up to and including the 15th of the current month, and on the 7th of the month for wages due up to and including the last day of the preceding month.

20. Employees dismissed while in the field must be paid in full for all time due them. Should lack of sufficient funds prevent this, transportation must be allowed to the point where payment will be made.

21. Where employees affected by this schedule desire that their board and lodging shall be paid by the company, or where working conditions compel the company to provide board and lodging, the rate will be \$1.00 less per day than scheduled below, except in case of Foreman, and temporary jobs, where the rates specified below will prevail.

22. Upon approval of the Division Superintendent of Plant, employees who desire to furnish bicycles or motor cycles for use during the working hours will be allowed for bicycles \$.25 for each day's use and for motor cycles \$.75 per day for each day's use. Oil, gasoline and batteries will be furnished by this company.

23. FOREMAN: An employee having charge of more than three (3) Journeymen or Apprentices, or more than twelve (12) laborers.

24. HEAD GANGMEN: An employee having charge of three (3) or less Journeymen or Apprentices, or twelve (12) or less laborers.

25. Journeymen: An employee who has had three years' experience in one or all branches of the trade, as listed herewith: Lineman, Cable Splicers, Switchboardmen, Installer, Cable Tester, Repairman, Troublemaker, or Inspector.

26. APPRENTICE: An employee who has not had three years' experience in one or all of the foregoing branches of trade, and he shall be an employee who is actually engaged in performing work or handling tools in the particular branch of the trade in which he is employed, and as specified hereafter.

27. During the last twelve months of their apprenticeship, apprentices shall be expected to perform the same class of work as journeymen.

All Apprentices must serve three years' actual work in the business before they can be rated as Journeymen.

Excepting where Journeymen are not to be obtained, and in case of emergency, the ratio of Apprentices to Journeymen shall not exceed one to four, with the exception

of Installers, where, if conditions require, there shall be a ratio of one to one.

28. While it is presumed that Wire Chiefs, Foremen, etc., to obtain economical results, will assign employees to the work to which they have been trained, there is nothing in this Circular which means that Employees shall do only the class of work under which they have been employed, nor that certain classes of work shall be performed by only certain classes of men. Should, however, an employee be assigned to work which pays a higher rate than that for which he is employed, he shall be paid the schedule rate for such work while engaged upon it.

29. Nothing herein shall be construed to reduce the pay of any employee now getting a higher rate of pay for work classified below. No discrimination against employees of this Company on account of any affiliations or relations they may, or may not have, will be permitted. Managers, Wire Chiefs, Foremen, etc., must take every precaution to see that this is not violated.

30. Nothing herein shall be construed

as affecting conditions or wages of isolated repairmen where eight consecutive hours' work is not required.

STANDARD RATE OF PAY.

31. Foremen shall be paid on the monthly basis, and at the rate of \$125.00 per month, and no extra pay will be allowed for overtime worked. No deduction in salary will be made for any enforced loss of time except in case of dismissal. Head Gang Men.....\$4.25 per day

32. No deviation from these rules shall be permitted nor rate of pay in excess of the amounts listed will be allowed except upon proper approval of the Division Superintendent of Plant.

JOURNEYMEN.

Linemen	\$3.75	per day
Cable Splicers	4.50	" "
Switchboardmen	3.75	" "
Installers	3.75	" "
Cable Testers	3.75	" "
Repairmen	3.75	" "
Troublemens	3.75	" "
Inspectors	3.75	" "

EFFECTIVE FEBRUARY 1st, 1910.

APPRENTICES.

	BEGIN.	3 MO.	18 MO.	24 MO.	27 MO.	30 MO.	36 MO.
App. Linemen	\$2.50	....	\$2.75	....	\$3.25	....	\$3.75
App. Cable Splicers	2.50	....	3.50	....	3.75	....	4.50
App. Switchboard	\$2.50	....	\$2.75	....	\$3.25	....	3.75
App. Installers	2.50	....	2.75	....	3.25	....	3.75
App. Cable Tester	2.50	....	2.75	....	3.25	....	3.75
App. Repairman	2.50	....	2.75	....	3.25	....	3.75
App. Troubleman	2.50	....	2.75	....	3.25	....	3.75
App. Inspector	2.50	....	2.75	....	3.25	....	3.75

THE FOLLOWING RULES MUST BE OBSERVED BY MEMBERS IN THE EMPLOY OF THE P. T. & T. CO. CLAIMS

—For not receiving the scale of wages or for non-compliance with the working rules report your claim to your foreman, and if foreman does not adjust the claim, then report same to your Local Union, and the Secretary will then report the case to the Vice-President of the District Council, and he will then take up the case with the District Superintendent of the company. If the claim is not then adjusted, the Vice-President will then report the matter in detail to the President of the Council, who will take same up with the General Office.

In case of shortage in wages for actual

time worked (either straight or overtime) make claim on your foreman. If not adjusted, write direct to the District Superintendent. If this fails, take up through Local as above.

Any question as to the interpretation of rules must be referred to the President of the Council for decision.

Local Unions and members will see that their claims are taken up immediately or the Local will be dealt with in accordance with Section 25 of Article 3 of the District Council By-Laws, which reads as follows: "Any Local Union allowing members to work for less than the District Council's wage scales shall be fined not less than Twenty (\$20.00) Dollars, or suspended, at the option of the E. B. of the Council."

EDITORIAL.

PETER W. COLLINS.

A SOLID FOUNDATION

In the building of a structure a *solid foundation* is necessary if we want *stability*.

In the building of success, a solid foundation is just as *necessary*, and that foundation is *character*.

Men may have the most magnificent plans for the building of a future, but unless the specifications provide for character as the foundation, they plan in vain.

Stability counts, and character is stability.

In the making of men, talent has its place; industry is of service, but *character* counts.

Let us strive, therefore, to strengthen character and to aid in making a permanent structure and build on character.

MEASURE UP TO IT

The standard that every man should set for himself ought to be a high one, and each owes it to himself to live up to the standard.

Unfortunately, men too often are satisfied to accept as a standard that which is too low. Real men, men of courage and determination, are never satisfied to accept as a guide to the goal the low standard—the standard of failure. Character is the foundation of real success, and character counts strong in the race.

Men may possess talents galore and yet unless they build on a solid foundation, on character, there is little hope of real permanent success.

Constructive work counts because constructive effort gives permanent results and permanent results are what men seek.

Your education may be versatile, specialized and perhaps thorough, as such things go, but unless the acquiring of knowledge and the building of character go hand in hand, there will be a top-heavy structure with an insecure foundation.

Build your success on character and make it a real success. Don't take chances by experimenting, but get results by building right.

Some men deceive themselves with the idea that some knowledge is an education. Knowledge counts, it is true, in the acquiring of our education, but is incidental. Character counts most, and counts strong.

Every effort, therefore, that is used in making, building and keeping character aids materially in the making of the man.

EDITORIAL NOTES.

The best effort is consistent effort.

A sure cure for conceit is self-examination.

Good judgment never satisfies itself hastily.

Character never compromises—to its own advantage.

Ambition is sometimes used as a cloak for *selfishness*.

Self-respect injures itself when it stoops to popularity.

The world is large enough for all, yet too small for *some*.

The pessimist is a man who looks at things with his eyes closed.

Good judgment is the net result of an application of common sense.

Self-esteem is a good quality, but overdoing it demeans its possessor.

Books are the pantries of appetite, and judicious selections aids digestion.

The truth has no controversy with itself, and has but one interpretation.

The man who *assumes* seldom decides; *the man who knows* determines.

Reaching a goal by traveling in circles may give exercise, but never results.

Courage is knowing one's self and taking advantage of the knowledge.

If wisdom is the result of experience, many of us are still looking forward.

If some men had a sense of humor, they would laugh themselves out of court.

The real measure of a man is when he lives up to his own estimate of himself.

Doing of duty for policy's sake is simply tagging it with the mark of subserviency.

If some men were as free with their money as they are with their opinions, they'd be bankrupt.

If the weight of some men's brains were as great as they feel them, they would be top-heavy.

If one's own business took half the attention given to that of others, much would be accomplished.

ANOTHER FIASCO BY THE DISRUPTERS

JAS. P. NOONAN, I. V. P.

Another attempt to gain time and hang onto the semblance of authority by the leaders of the secession movement has failed.

While posing as martyrs to the cause of labor and asking the labor movement to believe that they held themselves subject to the committee appointed by the A. F. of L., they take the underground route to show their utter disregard of that committee and the power that appointed them by taking matters in their own hands and submitting to local unions a proposition that the committee refused to consider it, being entirely foreign to the Denver and Toronto agreements.

We fully expected this, as it is in line with all their former dodges. We expect nothing but deceit and trickery from men of their stamp.

Men who will stoop to the expedient of trying to wreck an organization to serve their personal ends cannot be expected to keep faith with any one.

They advertise that McNulty and Noonan bolted the committee, and that they were trying to assist the committee and their case within its hands. They presented some proposition to the committee that would allow them to keep their child (court proceedings) alive in spite of their oft-repeated promises to abandon the law suit route.

They ask the committee to submit it to the local unions instead of the Denver and Toronto agreements. The committee refuses to consider their plan or submit it to the locals.

Immediately after the committee adjourned, they, in defiance of the action of the committee, submit their plan and ask that the locals appeal for a convention June 27, 1910, and in the meantime plead with the A. F. of L. to continue the committee, saying. "We leave our case in their hands."

We have witnessed many of the vagaries that perverted minds are prone to exhibit, but for an exhibition of colossal double-dealing and trickery, this last dodge captures the palm.

They leave it in the hands of the committee, and they take it up with the locals the plan the committee refused, and they bully some of the locals that question their actions in so doing, like a school boy calling them coward (fraid cat) if they refuse to be tricked into a fake plan that will drag the thing along.

The oily gentleman (?) dares the locals to come into a convention that may find itself suffering from a severe case of Sullivan's injunctionists at any moment. It was a case of come, play our game while we still hold the hog stick (law suit) over you, and (soto voice) if your play don't suit us, we will ask our friend (the court) to step in and stop the game.

How different from Sullivan's plea to the locals in his letter of October 21, 1908, from office of Grand Treasurer. Dig it up from your files and read in second paragraph where Sullivan says: "It appears that some of our locals desire another convention, January 18, 1909, at St Louis, and to that end they have selected as their agent to receive the returns upon their vote, Peter W. Collins. For what purpose they desire a convention has not been stated, unless it is from the dual organization that their clerk has so promptly advertised in a recent letter. *On this question I urge all locals to vote and vote against it.* We must now pay our debts and collect what is due us."

This is the entire paragraph, and you can verify it from your local files. In same letter in their paragraph, he, Sullivan, further states: "There is no possibility of financing a treacherous convention while I am Grand Treasurer and hold the *control* I now hold."

Like the bad nigger when cornered, Sullivan has changed. If ever there was a time when a treacherous convention could be held, it is *now*. That letter did not tell why a convention would be *treacherous*. This one does.

Without a decision, any delegate or member could tie any such convention up by injunction to determine who had the right to call such convention and under whose laws it was to be held.

They asked our locals to petition for a convention, representing to them that it would *settle the controversy*.

Nothing could be farther from the truth, as a convention by our Brotherhood would only give locals in good standing a voice as delegates, and they know it. It could accomplish nothing toward a settlement. It would simply be a waste of time and money for us and a gain of time for them.

They need time to *cover up*, and this is the only means they know of to get it. When we tried for a convention that could and would have disposed of this trouble, they advised the locals to vote no. There was but one law at that time, but they feared a convention then, as a convention, if called, could only seat the delegates of locals in good standing, as per the Constitution, and that would be only one side of the controversy. No results could be obtained from such a convention.

The men who are requesting the locals to petition are well aware of this. They know that only a convention held under an agreement such as the Denver and Toronto agreements could any results be obtained.

But they repudiated the Denver agreement for a year, promised again at Toronto to fulfill it, and failed to do so. Promised the committee time and again to live up to the agreement they made and signed. But never for a moment meant to do so or took any steps to comply with it, and when, after four months of horse play, trickery and deceit with committee, they are compelled to show their hand. They try another means to gain time by pleading with our locals to petition for a convention that will be useless and expensive to us and will give them further time to cover up their dirty transactions. They balked on a convention in January, 1909, and they have balked ever since on carrying out any of their promises to the A. F. of L. or committee, and now they balk on having the suits they brought against themselves tried, and hope to gain time by having locals petition for a convention that would be a farce, simply to have the opportunity to say to the A. F. of L. that our locals were asking for a convention and they would ask the A. F. of L. to delay any settlement until after the time for counting the vote for such convention had expired.

We appreciate the eagerness of the locals to see the entire affair settled, but feel called upon to set the affairs before them in its proper light and let them judge. So far, only three districts have petitioned. Locals petitioning will be published in the WORKER. Use your judgment, but don't let your local be made a tool to further delay the settlement that is almost in sight at this time.



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PETER W. COLLINS, Editor.
Pierik Building, Springfield, Illinois.

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Pierik Bldg., Springfield, Ill.

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Subscription, 25c per year, in advance.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.



LETTER OF FRANK DUFFY.

Indianapolis, March 22, 1910.

Mr. J. W. Murphy, General Secretary,
Reid Faction, Electrical Workers,
Box 42, Springfield, Ill.

DEAR SIR:—In the Cleveland Citizen of March 19, 1910, I notice an article by you, or purporting to come from you—your name is attached to it, however—entitled, "Electrical Workers' Peace Negotiations Have Been Halted Again," which, for misrepresentations and imaginary conclusions, cannot be surpassed.

How you could write such an article for publication, containing so many incorrect statements, is more than I can understand. Let me here remind you that:

1st. You, with Geib, Reid, Sullivan and others, have not lived up to the Denver and Toronto agreements of the American Federation of Labor in any shape, manner or form.

2nd. You did not even make an attempt of any character, at any time, to dissolve the Cleveland injunction suits and thereby liberate the funds tied up so that a convention could be held. You cannot hold a convention without funds, and you know it.

3rd. You did not comply with the orders of the special committee at any time. You were repeatedly requested to dismiss all law suits, but, on the contrary, you complicated matters by adding three more local unions as parties to the suits, and this on December 7, 1909—two days before the special committee held its first meeting in Springfield, Ill.

4th. The Special Committee did not decide that a convention would be held *at an early date*, but did decide that a convention would be held just as soon as the terms and conditions of the Denver and Toronto agreements were complied with, and no sooner.

5th. McNulty, Noonan and others never said, or even intimated, in any manner to the committee, in my presence, that they did not favor a convention or that they would not attend a convention, if called.

6th. From whence did you learn that the majority of the committee, Messrs. Frey and Urick, would report to the Executive Council of the American Federation of Labor; and that the minority, in the person of Duffy, would not report to the same body? Is this one of your imaginary conclusions—another of your pipe dreams? Just remember this, that Duffy—the minority of the committee—will report in plain, straightforward language, without fear or favor of any one, his actions in this controversy to the Executive Council of the American Federation of Labor, and will serve on said

Council copy of the communications he served on the special committee in Cleveland, Ohio, on March 11, 1910.

7th. You say you will bravely insist on your rights, but evidently you will not give, grant or allow the other fellow any rights at all.

Brother Murphy, don't fool yourself and those you represent. Don't hide the true facts from your members under the subterfuge that you are right in the position you assume, and have assumed, and that the American Federation of Labor must sooner or later acknowledge that fact. Tell them plainly that you have ignored the Denver and Toronto agreements; that you have defied the American Federation of Labor; that you have done nothing to comply with the requests of the special committee; that you have not given the special committee any assistance at all; that you completely laid down on their hands; that you have been jollying them right along, and that all you wanted was delay—delay, and more delay—with the hope that something might turn up to your advantage.

McNulty and his organization, with their representatives, did not run away from the special committee and the arbitration plan in Cleveland last week. They reached the parting of the ways. You, Reid and others failed to comply with the orders of the committee. You absolutely done nothing up to that time to comply with the Denver and Toronto agreements of the A. F. of L. There was nothing for the committee to do but adjourn, resign or go out of business altogether. I, as a member of the committee, had no other alternative than do as I did. I have no apologies to make for my actions to any one, nor will I make any apologies.

Respectfully yours,

FRANK DUFFY,
General Secretary.

South Bethlehem, Pa., March 25, 1910.

DEAR SIR AND BROTHER:—Under separate cover I am forwarding to you a package of circulars, one of which I would like you to forward to your local unions immediately, and consistent with your customs or laws advise your local unions to assist us all they can in this great fight of the striking Bethlehem Steel Company employees against what you know to be the most relentless foe of organized labor and working people in general. It is needless for me to advise you as to the struggle union labor has made in trying to organize this large plant, numbering approximately ten thousand working men, working under abhorrent conditions. Through the influences of Mr. Schwab and the extraordinary "pull" he has with the Associated Press

in sending out false statements and misleading information, we are handicapped in securing relief for the men who are now and have been out of employment fully six weeks. Considerable money has been spent by us in sending out circulars to the labor movement of America, and we find that unless the executive head of each International Union will come to our rescue the men here will be compelled to suffer untold hardships due to the aggressiveness of this vast corporation in preventing us from collecting funds. Hundreds of our men have been arrested, slugged, and murder has been committed here by the State Constabulary, whilst a peaceful strike has been in progress, the corporation using these tactics in the hope of stampeding the men back to work. I sincerely hope and trust that you will send to your local unions a letter advising assistance, and through your official journals inform the organized workers of your craft that we intend to fight this corporation to the end.

I would also call your attention to the fact that the Metal Trades Department of the American Federation of Labor, in regular convention assembled in New York City, March 21st, unanimously endorsed this strike.

Again impressing upon you the necessity of assisting us and giving us all possible aid you can in this memorable struggle, and thanking you for your cooperation, I remain,

Very truly yours,

JACOB TAZELAAR,
General Organizer A. F. of L.

MR. PETER W. COLLINS,
Springfield, Ill.

DEAR SIR AND BROTHER—The Stone Cutters, members of the General Union of Stone Cutters of North America, affiliated with the American Federation of Labor and the Building Trades Department, and all the other branches, including engineers, blacksmiths, hookers, sawyers, planers and laborers in Bedford, Indiana, have now been on strike for three months.

The issue is not a matter of wages, but wholly a matter of unionism. The employers served notice on the Stone Cutters last October that on and after a certain date they would employ only such as belonged to the National Society of Stone Cutters, an institution organized by certain New York City operators for the avowed purpose of destroying the General Union of Journeymen Stone Cutters affiliated with the A. F. of L.

As you may well know Bedford, Ind., is a great stone centre, actually furnishing more product than any other quarries in the world. The operators have grown

fabulously wealthy and as their wealth increased became more and more autocratic and tyrannical. The workers have stood firm and regardless of the offers made to bribe the men to return, there have been no desertions.

The General Union of Stone Cutters has at a tremendous cost financed this struggle, of all the men out on strike, which you must realize has been a tremendous burden on that organization.

The object of my writing you is for the purpose of inducing you to say a few words in the next issue of your monthly journal regarding this controversy.

Whilst financial support from any source will be received with open arms and will be appreciated by the workers here, it is nevertheless a fact that the organized building trades unionists could be of still greater service to us by securing the good will of the contractors in each town to force a settlement.

The men being firm and the stone cutting industry being limited and the bosses after scouring the country over, being unable to secure scabs enough to make any kind of a showing, it is but reasonable to assume that the building trades of America will suffer for lack of stone at a time when people are anxious to work and must work.

On behalf of the men on strike and at the request of the Bedford, Ind., Trade and Labor Council, I am instructed to request that you contribute to your journal an article bearing upon this situation as per the foregoing data.

Thanking you in advance, I remain,

Fraternally yours,

SAMUEL R. STEVENS,

Secretary Trade and Labor Council,
Bedford, Ind.

TO ALL MEMBERS OF ORGANIZED LABOR:

Brethren:—During August and September we sent out a letter calling attention to the war of extermination that was being waged against our organization by the United States Steel Corporation in its effort to drive out of its mills all semblance of organization among its employees. At the same time an appeal was made to you for financial aid to enable us to carry on the fight we were making.

At this time we feel constrained to advise you that the fourth month of this struggle is half gone, and no end is yet in sight. More than four thousand sheet and tin workers are now involved in this strike. The Steel Trust has used every known method to get our men to return to work, but have failed to either break

our ranks or fill our men's places with competent men.

All other means having failed it the Steel Trust is now looking forward with expectancy to the advent of winter (with its additional burdens and lessened opportunities for the workers) in the hope that its most telling weapon—dire need—will force our people to surrender.

Our former appeal met with a generous response from many of our fellow unionists in different quarters, and to them we are duly grateful. Necessity, however, compels us to again present our case and to ask our friends, who have not already done all they could, to aid us to carry on this fight through the winter, if necessary, by assisting us to protect our people against want and suffering.

We need not dwell on the significance of this strike to our movement. The enclosed circulars will give you an idea of our progress, and of the work we have in hand.

If the financial condition of your organization or members will permit you to respond to the generous promptings of your hearts, we will thank you to send any contributions you may be able to make to John Williams, Secretary-Treasurer, 503 House Building, Pittsburg, Pa.

Thanking you again for past favors, we are,

Fraternally yours,

P. J. MCARDLE,

President.

JOHN WILLIAMS,

Secretary-Treasurer.

SWITCHMEN'S UNION.

MR. PETER W. COLLINS,
Springfield, Ill.

Dear Sir and Brother: The Switchmen's Union of North America inaugurated in the Northwestern territory of the United States, November 30, 1909, a strike which has been continued up to the present, with probabilities of it being extended for some time, owing to the powerful combination of capital which the Union is opposing. It has resolved itself into a fight of capital against organized labor, and as many switchmen are married and have no means of support, I desire to solicit financial assistance from the locals of your organization, and accordingly I take the liberty of requesting you to send a list of such locals to D. A. Harshbarger, Vice President, Switchmen's Union of North America, Hotel Foley, St. Paul, Minn., and by doing this at once you will confer a favor on me.

Hoping you will comply, I am,

Fraternally yours,

FRANK T. HAWLEY,

President.

MEMORANDUM

Submitted to the State Senate of the State of New
York by

WILLIAM D. McNULTY,

(OF THE NEW YORK BAR)

In Opposition to Senate Bill No. 771, providing for
the Registration of Master Electricians.

The bill which is now under consideration is intended to protect, by registration, the interests of a few of the employers of Electrical Workers in this State.

Should the bill be passed, it would place under the control of a favored few all the electrical work done within the State, while the worker himself, no matter what his experience and skill might be, could procure employment only on such terms and conditions as the registered employer might wish to enforce.

I do not doubt that you will deal with the subject in a judicial spirit, and that you will arrive at a decision based on the facts presented, and the arguments used on both sides.

The International Brotherhood of Electrical Workers, whose union embraces over ten thousand men in this State, and over seventy thousand men in the United States, has retained me to file a protest against this or any similar act. In the absence of the International President, the union considered the matter of sufficient importance to have a member of its Executive Board, Mr. George C. King, present at the hearing, as also members of District Councils and local unions and their attorneys, from different sections of the State.

If you read the bill carefully, you will hardly find an excuse, as lawmakers, for its serious consideration. It is a sample of special legislation, such as is often brought to your attention as legislators, intended to promote private interests only, and is not in response to any demand on the part of the people.

The proposed legislation is new and novel, and should the bill be reported favorably and passed, we should expect to hear, in time, of similar measures controlling the work of the measons, carpenters, iron workers and all skilled mechanics, and placing them at the mercy of unskilled, but duly registered employers.

The bill, in the form now presented to you, is intended to destroy a union of electricians, and to promote the interests of a band of employers who are anxious to deal with the workingman individually, knowing the advantage they have over him.

As your honorable committee is composed principally of professional men, who, I assume, have little more than a general knowledge of labor organizations, you can not be expected to appreciate the effect of such legislation, without knowing something of the history of labor legislation and labor conditions.

LABOR ORGANIZATIONS ARE NECESSARY.

We urge that labor organizations are a necessary part of the industrial condition that exists today.

It is notable that throughout the history of legislation, there has been no movement on the part of society, that is to say, the people at large, to protect its men. The old theory, which came to us from the common law, was that men were strong enough to take care of themselves, and that only the weakling should be protected.

As an individual, the workingman is weak; his condition and his necessities make him so. He possesses only one asset that is of any value to himself, or to anyone else, namely, his labor. This he has to sell in order to procure the necessities of life. More often than not, he has a large family depending upon him, and lack of work means suffering in his home. To avoid this, he is willing to accept anything that an employer offers, because he cannot afford to refuse, and is not strong enough, in himself, to make his own terms. His only strength is in the union, which can and does dictate terms to the employer, fixes the minimum rate of labor, and insists on such conditions in shops and factories as shall not be prejudicial to the health of the worker.

It is to the union that we owe the abolition of child labor and the protection of women, the disappearance of the sweatshop, the restraining of money sharks, the payment of wages regularly and in actual cash, and the enforcement of protection to life and limb by the employer.

The workman's aim is to make a living, and it is seldom that he can do more than that, even under the most favorable conditions.

The object of organized laboring men is well set forth in the Constitution of the International Brotherhood of Electrical Workers, as follows :

“To establish an apprentice system, maintain a higher standard of skill, to encourage the formation of schools of instruction in local unions, to teach the practical application of electricity, and for trade education generally; to cultivate feelings of friendship among the men of our craft, to settle all disputes between employers and employees by arbitration, if possible; to assist each other in sickness and distress, to secure employment, reduce the hours of labor, secure adequate pay for our work, and by legal and proper means elevate the moral and social condition of our members.”

The workman, acting collectively, is a giant, and can successfully resist attempts at oppression, coercion or injustice. As an individual, he is a pigmy, and is at the mercy of those who may happen to require his labor, and knowing his necessities, are ready to beat him down to the very lowest price for it.

It is clear, therefore, that the wage-earner can never hope to enjoy real progress, permanent prosperity, or radical improvement unless the regulation of his wages, hours and conditions of labor be settled between the employers and the workingmen acting collectively, through the medium of his union. This, too, must be without legislative interference. All that the union asks is the right to exist, in order that, as a body, it may protect its individual members.

The employer's aim is to make profit, and in many cases, the more hours of work he can secure from his men, with the least possible expenditure for sanitation and safety, the greater, he believes, will that profit be.

This is a mistaken policy on the part of the employers, and is successful only for short periods. No man can build up a business on it, and hold out, for it stands to reason that more and better work can be obtained from the man who gets a fair amount of rest and recreation, who is well fed and well housed, and whose labor is performed under conditions conducive to health and happiness.

It is natural, therefore, that on matters of legislation, the employers should seek to advance their own interests at the expense of the workmen, and this is what has happened in the present bill, which emanates from the employers, and seeks to concentrate the electrical work in their hands, and to compel the men to seek employment from their registered masters, and on the employers' terms.

We must consider it as a blow aimed at the union of Electrical Workers, which, if passed, it might eventually dissolve, because, as the employer is, the only one who must be registered, he would be at liberty to engage youths without apprenticeship or experience, and unskilled workmen at low wages.

AS TO LABOR LEGISLATION.

It is only by very slow degrees that labor conditions have been improved.

Every act of legislation which was intended for the betterment of the workingman, for shorter hours of labor, for wages consistent with the needs of life and the preservation of health, for opportunities of self improvement and the physical and mental welfare of those dependent upon him, has always been met by determined and constant opposition on the part of the employers, and has become a law only after the most patient and persevering effort, and often much suffering, on the part of the men themselves.

In 1720 the master tailors of England petitioned Parliament against a union of journeymen tailors, several thousand strong, and Parliament solemnly declared itself against this union by making it a misdemeanor for any workman to join such a body. This law was on the statute books for more than a hundred years, but it could not always be enforced, as public opinion was strongly against it. As an instance of this trend, we find records of fifty or sixty labor unions in Nottinghamshire, and something like one hundred established in Newcastle-on-Tyne, over a hundred years ago.

The penal laws against labor unions were repealed in 1824, but a year later they were restored, and as late as 1834 several British workmen were sentenced to seven years' transportation because they had joined a union having a secret oath.

In our own day the opinion of the public towards the labor organization has materially changed. The public is becoming better acquainted with the aims and aspirations of the men who make up the labor bodies, and it

recognizes that the labor union, when honestly and intelligently administered, becomes an agent for the bettering of the condition of the large army of toilers who make up the great body of our population.

Is this bill in line with this trend of public opinion? Suppose you create the State board as proposed, and give to it the great power which the bill carries; centre, as you would, the right to employ journeymen in registered electricians—what then? Do you suppose they would use those privileges for the betterment of those whom they employ, and whom the bill would place completely under their control? Will they raise their wages, shorten their hours of labor, improve the conditions of the places in which they must work? Will they devise greater measures of safety for them while at work, and so prevent those accidents by which helpless families are deprived of their breadwinners? The answer to all these questions is—No! These employers are not working for the betterment of their employees, but for the accumulation of wealth for themselves, and this through the labor of those whose condition and needs place them under their control.

OBJECTIONS TO THE BILL.

The objections, in details, which may be urged against the bill, are as follows:

The bill is a rough piece of work, at best. It is neither clear, concise nor consistent. It is the work of an "unskilled mechanic," not of a "union journeyman." Its meaning is not evident on first reading, nor is the bill expressed in the fewest possible words.

It is not clear why the bill is put in the form of an addition to the Cities Law. It is true that the State Board is authorized to appoint city boards in such cities as it deems necessary, but by Section 68 it is provided that no man shall conduct business without a certificate, and this is not confined to cities, but applies all over the State. The wiring of a country farm house is forbidden without a certificate, and as such certificate can be obtained only after an examination by a city board, dwellers in small villages and in the country will be compelled to seek electricians through the master electricians in the cities, at great expense and inconvenience.

The act does not require the appointment of a city board in all cities, but only in such cities as the State Board shall deem necessary. What is the man to do who seeks to pursue the trade of master electrician in cities where no board is created?

In its provision that the boards are to derive their salaries from their receipts, and are not to be paid by the State, the act is inconsistent with our democratic form of government, in making the board dependent in a measure on those whom they are to supervise.

No qualification is prescribed in the bill for those seeking certificates as master electricians, and the matter is left altogether in the hands of the city boards, who may, as the sympathies or qualifications of their members vary, admit men without skill or experience, graduates, perhaps, of some training school, on the one hand, or they may require on the other hand technical knowledge which the man of ordinary education may not possess, though he has had many years' experience as a journeyman, and is a skillful mechanic, and in this way they can limit the field to a chosen few.

More important than these formal defects in the bill, however, is the great and substantial objection that it does not fulfill its nominal purpose, namely, the prevention of losses through defective electrical installation.

If it be proved that much loss does happen from defective installation, the remedy is not to license the master electrician, who does not and can not do the work or even maintain an intelligent supervision over it, but by testing the competency of the man who actually does the work, or better still, by an adequate system of inspection of the work done.

The logical test, from the public's standpoint, is to inspect the work itself. No matter how skillful a journeyman may be, he may, by careless work, endanger the property; on the other hand, proper inspection of the work will prevent danger, no matter how unskillful the workman may have been.

The measure spells danger to the people of the State, who, instead of being protected, as they would be by a system of inspection, would be exposed to pecuniary loss and physical injury through the defective work of men entirely incompetent, or with only a superficial knowledge of electrical work.

THE BILL IS UNCONSTITUTIONAL.

It is usually the case that bills such as this are introduced by request, and I must assume that this is the case here. The author of the bill, whoever he may be, has treated constitutional requirements with scant courtesy, for it violates provisions both of the Federal and State Constitutions.

The Fourteenth Amendment to the Federal Constitution declares that "No State shall deprive any person of life, liberty or property without due process of law;" and the State Constitution, Article I, Section 6, echoes this language, that "No person shall be deprived of life, liberty or property without due process of law."

These rights are, as it is said, unalienable and fundamental, anteceding human government, and beyond the touch of statute or organic law. From the earliest historic time, the idea of property, and the sacredness of the right of its possession, have never departed from the human race.

Nor is this idea of property, and its constitutional protection, limited to actual tangible property. Any agreement by which a man may acquire property, and any exertion which is to be rewarded with property, are equally within its provisions. One of the rights secured by it is the right to pursue a lawful occupation, and whatever interferes with that right is void, even if it take the form of a legislative enactment. On this point I will call your attention to the decisions of the Courts of this State in

Matter of Jacons, 98 N. Y., 98;

People v. Gillson, 109 N. Y., 389;

People ex rel. Tyroler v. Warden, 157 N. Y., 116.

Lochner v. New York, 198 U. S., 45.

This rule is subject, it is true, to the exception that the legislature may, under the so-called police power, reasonably restrict the exercise of any trade or calling, provided the public health, morals or general welfare require it.

There is nothing inherently dangerous in the calling of an electrician, to the health or morals of the electrician or of the community at large. On this score there is no more reason for requiring the examination and registration of master electricians than there would be for master carpenters, master bricklayers or master ironworkers.

If it is to be urged that there is danger of fire from defective electrical work, it is equally true that there is danger of collapse from unskillful masonry or improper carpentry.

Those favoring the bill may have cited as a precedent the plumbers' registration act, the validity of which was sustained, by the close vote of four to three, and the learned judge who wrote the prevailing opinion pointed out that the act "closely skirts the border line,

beyond which legislation ceases to be within the powers conferred by the people of the State, through the constitution, upon its legislative body." (People ex rel. Nechamcus v. Warden, 144 N. Y., 529.) The ground on which the Court finally decided to sustain the bill was that it affected the public *health*. Judge Gray says, at page 536 of the opinion, that "plumbing as now practiced is generally recognized as being essential to comfort and health; and that it should be the subject of some supervision by the authorities ought not to be put in question."

I do not believe that this Senate committee can ever be convinced that electrical work or equipment can affect the health of the community in the sense that defective plumbing may do. Plumbing, in our large centers of population, is a necessity, and defectively installed may directly cause disease. Electrical work, on the other hand, is at best but a convenience, and from its nature can have only a most remote bearing on the health of those who install it.

Having in mind the views of the courts expressed in these cases, and the difference in character between electrical work and plumbing, I submit that *this bill is a vicious and unwarranted invasion of the constitutional right to pursue a lawful and necessary employment.*

IN CONCLUSION.

Your attention is directed to the fact that electrical wiring is not an abstruse and difficult science, requiring vast technical education. It is a mechanical trade, REQUIRING SKILL AND EXPERIENCE, but it is skill that comes by practice, and not through technical teaching. Defects in wiring, in the vast majority of cases, are not mistakes in the plan or design of the work, but in its actual installation, such as careless insulation, exposed or crossed wires, or defectively joined wires.

The remedy, if any such evils exist, is to test the skill and actual experience of the journeyman, and inspect his work.

It is quite apparent that the real purpose of the act is not to protect the public health, morals or welfare, but to enable the employing electricians to create a guild or body among themselves, into which none may enter save those who pass an examination satisfactory to those already members of it. It aims to create a legal monopoly, a thing repugnant to legal, political and economic principles and ideas since the early days of the English law.

WILLIAM D. McNULTY,

No. 141 Broadway, New York City, N. Y.

NATIONAL CONFERENCE ON UNIFORM STATE LEGISLATION.

Resolutions passed by the National Conference on Uniform State Legislation, called by the National Civic Federation, Washington, D. C., January 17-19, 1910.

ENDORSE BILLS PREPARED BY COMMISSIONERS ON UNIFORM STATE LAWS.

"Resolved, That this National Conference on Uniform Laws advise the governors of the states now in session at Washington that it endorses the acts prepared under the direction of, and recommended by the Commissioners on Uniform Laws as stated below, and that this body hopes that the states which have not already done so will without delay enact these measures into law, viz.:

The Negotiable Instruments Act.
The Warehouse Receipts Act.
The Sales Act.
The Bill of Lading Act.
The Uniform Divorce Act."

URGE SUITABLE APPROPRIATIONS FOR COMMISSIONERS ON UNIFORM STATE LAWS.

"Resolved, That every state and territory which has made no appropriation for the work of the Commissioners on Uniform State Laws be urged to make suitable appropriations annually for the efficient conduct of that work."

URGE REMAINING STATES TO NAME COMMISSIONERS.

"Resolved, That the states and territories which have not already appointed Commissioners on Uniform State Laws be urged to appoint such commissioners as soon as practicable."

UNIFORM AMENDMENTS.

"Resolved, That, if any persons or organizations, after studying the laws submitted by the Conference on Uniform State Laws think that any of them need amendment, such persons and organizations be earnestly urged to try to bring about such amendment through the National Conference of Commissioners on Uniform State Laws, to the end that, even in amendment, uniformity may be preserved."

COMMISSION FOR OTHER THAN TECHNICAL OR LEGAL SUBJECTS.

"Resolved, That in the opinion of this conference it seems advisable that in the matter of a uniform tax law and in that relating to certain labor subjects upon which this conference favors uniformity and upon other subjects not technically of a legal nature, it is the opinion of this body that the drafting of these laws may well be considered by commissions specially appointed in the different states,

the membership of which shall not be restricted to members of the legal profession, and that this action be communicated to the governors."

UNIFORMITY BY GROUPS OF STATES.

"Resolved, That we commend to the attention of the administration of the various states of the Union, whenever a subject of legislation affects the interests of a group of contiguous states, the possibility of joint and uniform action upon such subjects by interstate agreement or convention to become effective upon ratification by the legislatures of the states involved."

LEGISLATIVE REFERENCE BUREAUS.

"Resolved, That we recognize the system of legislative reference bureaus as one of the important agencies to bring about greater uniformity of legislation, and that we urge the states which have established such bureaus to develop them further and those which have not yet done so to forthwith establish them."

UNIFORMITY IN LEGAL PROCEDURE.

"WHEREAS, The system in vogue for the trial of causes in the criminal, equity and law courts of the United States and of the several states, is the subject of much current discussion, both lay and professional, and is severely criticised for its technicalities and its useless expense and delay; and

"WHEREAS, The matter of percedural reform is receiving the thoughtful consideration of the American Bar Association through a special committee created for that purpose; therefore, be it

"Resolved, That this conference recognizes the need for radical changes in the administration of the law, both in criminal and civil action;

"Resolved, That a committee of fifteen on Reform in Legal Procedure be created and appointed by the chairman of the Committee on Uniform Legislation of the National Civic Federation, and that such committee be instructed to co-operate with the committee of the American Bar Association to suggest remedies and formulate proposed laws to prevent delay and unnecessary cost in litigation, and to use the influence and power of the National Civic Federation to simplify, cheapen and expedite judicial procedure."

PURE FOOD AND DRUG REGULATION.

"WHEREAS, Congress in June, 1906, passed the National Food and Drugs Act, which law has since been adopted in all substantial provisions by upwards of twenty-six (26) states;

"Resolved, That this convention recommend the adoption of this model uniform statute by the legislatures of all states which have not already so acted, and urge upon the governors and legislatures of all states that they approve and pass only such food and drug laws, or amendments thereto, as are modeled after the provisions of the national law."

CONTROL OF SALES OF NARCOTICS.

"Resolved, That all states be urged to enact such uniform laws in regard to controlling the sale of narcotic and habit-forming drugs that the sale of these drugs will be confined to their proper channels and uses."

VITAL STATISTICS.

"Resolved, That this conference recommend uniform State legislation on the subject of gathering and preservation of vital statistics."

REGULATION OF THE PRACTICE OF MEDICINE.

"WHEREAS, Uniformity in regulating the practice of medicine is of the utmost importance to the public health of the nation and to the peoples of the several States.

"Resolved, That it is requested of the Committee on Public Health, or other appropriate committee, of the Commissioners on Uniform State Laws, that they cause to be prepared a model act for regulating the practice of medicine in the several States."

COMPENSATION FOR INDUSTRIAL ACCIDENTS.

"WHEREAS, The present remedies for compensation for industrial accidents throughout the various States are slow, uncertain, and wasteful, and

"WHEREAS, There is not, and cannot be, any equitable solution thereof, based only on the fault of the employer, and

"WHEREAS, Twenty-three of the more progressive commercial nations abroad have bettered, and in some instances solved, the problem on the basis of Workmen's Compensation Acts, and

"WHEREAS, We believe that such Acts can be adequately substituted for our present laws and applied to our institutions with equal satisfaction and profit; now, therefore, be it

"Resolved, That this conference recommends to the Governors of the several States now assembled in this city, and to the States, that workmen's compensation acts fair to the employer and employe and just to the State, be uniformly substituted for the present system of Employers' Liability for injuries received in and arising out of the course of employment."

BUREAU OF MINES.

"WHEREAS, The increasing loss of life in American mining operations and the enormous waste of resources essential to both the present and future welfare of

the nation, plainly indicate the need of more uniform, rational and enforceable mining laws and regulations in each of the several mining States; and

"WHEREAS, There is now pending before the Congress of the United States a bill to establish a Bureau of Mines in the Department of the Interior, for inquiry and investigation, to aid in the accomplishment of these purposes; now, therefore, be it

"Resolved, By the National Conference on Uniform Legislation, that we earnestly urge upon the Governors of the several States the importance of co-operating with the Federal Government to procure uniformity upon which intelligent State legislation may be based."

CONSERVATION OF AMERICAN FORESTS.

"Resolved, That this Conference endorses the Conservation of American Forests, and

"WHEREAS, The effective handling of forest land in private ownership depends mainly upon uniform State laws, providing for right methods of forest taxation and for the effective protection of forests from fire.

"Resolved, That this matter be referred to the Commission on Uniform State Laws."

REGULATION OF WATER POWER.

"WHEREAS, The development of water powers is a subject of growing public importance, and the regulation looking to the uniform control of these powers by State and Nation is a matter of public concern; therefore, be it

"Resolved, That this conference recommend to the Commissioners on Uniform State Laws of the respective States the importance of the consideration of this subject, with a view to securing uniformity of State Laws as to the regulation of water power on non-navigable streams, and the necessity of uniformity of State regulations as to water power on navigable streams, and the object of securing proper and uniform co-operation between each State and the Federal Government in the development and control of water power."

TAXATION.

"Resolved, That every State ought to have constitutional powers to classify property for taxation and that all the States ought to impose their taxes in conformity with such a system of comity between the States that there shall be no double taxation which shall be unfair or oppressive to any citizen."

UNIFORM INSURANCE CODE.

"Resolved, That we favor a Uniform Insurance Code for adoption in the several States."

CHILD LABOR.

"Resolved, That this conference recommend to the Governors the adoption of

uniform laws for the protection of children employed in industries.'

EXECUTION AND PROBATION OF WILLS.

"Resolved, That we recommend to the Governors of the several States and to the Commissioners on Uniform State Laws—uniform State legislation on the general subjects of the execution and probate of wills and the form of acknowledgements; and the manner of the conveyance of real estate." m

UNIFORM GOVERNMENTAL ACCOUNTING.

"WHEREAS, The National Municipal League, the League of American Municipalities, the American Association of Public Accountants, the American Economic Association, the American Statistical Association, the Association of Municipal Comptrollers and Accounting Officers, the Government Accountants' Association, and various other national and State bodies have endorsed the principles of uniform governmental accounting and standard governmental reports, and

"WHEREAS, The states of Ohio, New York, Massachusetts, Indiana, Rhode Island, Colorado, West Virginia and Wyoming have recognized this principle and have enacted legislation establishing Uniform Accounting Bureaus or Boards of Control and similar legislation is under consideration in various other states; therefore, be it

"Resolved, By this conference upon Uniform Legislation that the governors and legislatures of the several states are hereby urged to enact such measures upon conformitory lines, departing only so far as may be necessary from a standard form which shall thereby tend to become uniform throughout the country."

PUBLIC ACCOUNTS.

"WHEREAS, Some twenty-one states have enacted laws regulating the profession of public accountancy, all of which seek to attain the same ends, but differ in important particulars as to standards and requirements; and

"WHEREAS, The proper regulation of the profession of accountancy is a subject of rapidly growing importance to the business community; therefore, be it

"Resolved, That this conference heartily commend the principle of uniformity in certified public accountancy legislation, which should in every case require adequate standards as to education and training for admission and should provide suitable punishment for unprofessional conduct."

WHITE SLAVE TRAFFIC.

"Resolved, That this National Conference on Uniform Legislation recommend to the governors' conference that efficient and uniform legislation should be adopted to suppress and prevent the procurement of women for immoral purposes—known generally under the name of the White

Slave traffic; and that the Commissioners on Uniform State Laws be requested to draft a bill which will carry into effect the foregoing recommendation."

"Resolved, That the National Civic Federation be requested to promote state organizations for the advancement of uniform legislation and that it be also requested, if deemed advisable, to arrange for annual national conferences upon the same subject to the end that the work may take more definite and concrete form."

"Resolved, That this Conference on Uniform State Legislation offers its thanks to the President of the United States for his deep interest in the objects of this convention, and to the governors and commercial and civic organizations who have appointed delegates to this body; and

"Resolved, That this conference offers its thanks to the conference of governors now in session in Washington, for their courtesy in giving a place upon their program for the purpose of receiving reports from this conference; and

"Resolved, That the thanks of the conference be also offered to Senator Root of New York for his instructive and valuable address."

MEMBERS AT LARGE.

Seth Low, New York, President the National Civic Federation.

C. A. Severance, Minnesota.

Edward D. Page, New York.

H. E. Miles, Wisconsin.

Selden P. Spencer, Missouri.

William P. Breen, Indiana.

George B. Cortelyou, New York.

Harry St. George Tucker, Virginia.

William E. Chandler, New Hampshire.

Samuel Gompers, President American Federation of Labor.

Joshua Strange, Farmers' National Congress.

George H. Simmons, American Medical Association.

W. J. Schieffelin, National Wholesale Druggists' Association.

W. C. Breed, National Wholesale Grocers' Association.

L. E. Pierson, American Bankers' Association.

STATE MEMBER.

Belton Gilreath, Alabama.

H. H. Trowbridge, California.

James F. Callbreath, Jr., Colorado.

Henry Wade Rogers, Connecticut.

George W. Marshall, Delaware.

Frederick L. Siddons, District of Columbia.

W. I. MacIntyre, Georgia.

Freemont Wood, Idaho.

John C. Richberg, Illinois.

Emory B. Sellers, Indiana.

Charles W. Smith, Kansas.

Miss Jean Gordon, Louisiana.
 Harvey S. Chase, Massachusetts.
 F. M. Higgins, Maine.
 Theodore Marburg, Maryland.
 R. E. Olds, Michigan.
 Adam T. Stovall, Mississippi.
 George M. Gillette, Minnesota.
 Frederick W. Lehmann, Missouri.
 Ralph W. Breckenridge, Nebraska.
 Frank S. Streeter, New Hampshire.
 Ernest R. Ackerman, New Jersey.
 William R. Willcox, New York.
 Benjamin Franklin McCann, Ohio.
 M. C. Reed, Oregon.

C. LaRue Munson, Pennsylvania.
 George G. Wilson, Rhode Island.
 Lewis W. Parker, South Carolina.
 Noah C. Hirschy, South Dakota.
 Horace H. Smith, Utah.
 Thomas Nelson Page, Virginia.
 A. W. Sanborn, Wisconsin.
 Millard F. Snider, West Virginia.
 Hugh C. Todd, Washington.

NOTE: Neither the states nor the organizations represented at the conference are committed by the action of the conference; but the action taken does represent the judgment of the conference itself.

MY COUNTRY, 'TIS OF THEE, SWEET LAND OF LIBERTY"

Appeal to His Excellency, the Governor of Pennsylvania, in Behalf of the Workingmen Employed at the Bethlehem Steel Works, South Bethlehem, Pa.

South Bethlehem, Pa., March 4, 1910.

To His Excellency, the Governor of Pennsylvania.

DEAR SIR:—The borough of South Bethlehem, Pa., has been forced into a most deplorable situation through your assistance in complying with the request of Sheriff Robert Person, of Easton, Pa., in sending the State Constabulary into this borough, based upon information wired to you by him on February 25th or 26th (as per newspaper reports).

These statements are positively false, practically untrue and misleading in every respect, and have forced a libel against the good citizens of this borough; and regardless of the consequences which the State may suffer in the matter of suits for indemnity, resulting from assaults committed, false arrests and imprisonment and murder, you should thoroughly investigate the conduct of the sheriff and the state law permitting removal from the office which he has disgraced and prostituted, should be applied.

A cold blooded murder has been committed by those thugs for which the state and county is held responsible; residents have been brutally assaulted and denied their liberty, for which the sheriff of this county is directly responsible, and you, as governor, indirectly for complying with his request, without thoroughly investigating the necessity of sending the State Constabulary to this city before taking action.

The borough of South Bethlehem has been terrorized, its citizens driven to despair, and in fear of murder, arrest and riot, people were compelled to arm themselves, not against a mob or an organ-

ized body of men who had made threats or had done illegal or unlawful acts, but to protect their lives, their homes and their children against the State Constabulary, which you caused to be brought here in a community where peace reigned and not a single overt act had been committed, and not over a complaint received from any citizen during the three weeks in which a large number of men were idle, due to a cessation of work.

No overt act had been committed or the peace disturbed, until the hired strike-breakers, known as the State Constabulary, appeared on the scene and immediately upon their arrival began a campaign of slugging, arrests, murder, assault and riot without cause. The viciousness and brutality of which beggars description and that under the authority of this great commonwealth, done by your subordinates.

So terror-stricken have become the citizens that borough officials and aldermen congregated in the office of the chief of police, giving voice to their indignation and condemnation, demanding and persisting that these men known as the State Constabulary committing these riot-out acts in the name of the State of Pennsylvania be immediately ordered to cease their campaign of terrorism, which the civil borough authorities, out of fear for their lives, were unable or unwilling to comply with. Police officers of the borough come to the office of the chief of police, surrendering their badges, uniforms and other regalia, resigning their commissions rather than serve this borough as officers of the peace, under such humiliating and most revolting conditions, forced upon this community by false statements of the sheriff and assistance rendered by you as governor.

And what can be the purpose of all of this? The answer is easy. To stampede the men back to work, to break a peace-

ful and orderly strike and compel men to accept the present wages and conditions, thereby assisting the Bethlehem Steel Company, regardless of the most damnable outrageous falsehood told by Sheriff Person, of Northampton County, and the bringing of the official strike-breakers, known as the State Constabulary, by you as governor of this state, presumably in the interest of Mr. C. M. Schwab, they riding rough shod over peaceful citizens, terrorizing the entire population, murdering and assaulting innocent men and imprisoning a number of them, the men remained loyal and did not stampede back to work, and are still out, no one knowing who may next be assaulted or murdered.

Through your assistance and the false information furnished you by the sheriff of Northampton County, seventeen men were arrested upon charges made by these men, the State Constabulary, one of whom is already charged with manslaughter.

Seventeen men are held as prisoners upon what we believe to be trumped up charges by the Constabulary, for the purpose of covering up their disgraceful acts, their misconduct, their terrorism,

which, as herein stated, resulted in murder, murderous assault and false imprisonment.

Incarcerated upon the steel company property, denied the right of counsel, finally tried under the direct supervision of Mr. C. M. Schwab's agents, these men were finally held under excessive bail, and removed to the county prison at Easton, and all this in the year 1910, in the State of Pennsylvania.

Respectfully submitted,

David Williams, chairman; Arthur Mellin, Peter Coyle, J. C. McIntyre, W. F. Smith, Walter Edgar, Thomas Doyle, John Coulter, Theodore Kepper, C. H. Steven, F. J. Gillispie, John F. Forging, Peter Forn, L. J. Thomas, John Maley, Elmer Werkheiser, John Boyle, Thomas Bender, Patrick Courtney, George Bender, Charles Watts, Allen Steager, Eugene Doyle, George Sheets, Ed. P. Lucas, William C. Duffy, George Becker, James Bellow, Thomas McGunness, Aug. Sheetz, Oscar Victor DeGaigne, Carl Ehrgoit, Hamilton Harrison.

Room 8, Municipal Building, South Bethlehem, Pa.

AN UNIQUE SETTLEMENT.

BY M. GRANT HAMILTON.

Some years ago the Kansas City Southern Railway company, through a subsidiary corporation, purchased a large tract of land at Mena, Ark., platting into lots, and established a division point and shops. It became incumbent upon the employees of the railway company to purchase these lots and construct homes for themselves. As a result approximately 320 men are the owners or partial owners of homes in Mena.

A few months ago the company decided to change the location of its division points and also decided to move its shops. This plan, if consummated, meant an almost total loss of the property owned by its employees, provided some plan was not inaugurated to protect them. Mena is dependent entirely upon the railroad for its maintenance, and with the changes noted above carried out a virtual abandonment will follow.

Fortunately, all of the employees are members of their respective organizations, and the national officials have just consummated an unique settlement. Representatives of the Brotherhood of Rail-

way Carmen, B. R. T., Engineers, Firemen and Conductors have just concluded negotiations with President Edson of the railway company whereby all employees of the company owning property at Mena are to be reimbursed and the property deeded to the company.

The owners of the property are to receive the actual cost of it. The appraisalment has already been made, which is satisfactory to all concerned. A contract has also been signed by the interested parties, in which the exact amount to be received by each property holder is stipulated. Fully \$223,000 is involved in the transaction.

M. F. Ryan, president of the Brotherhood of Railway Carmen, just recently elected to that office, was the central figure in the adjustment, and presages his ability to successfully conduct the affairs of that organization.

This is the first instance which has been given publicity where a railroad company has treated its servants in such an equitable manner in occurrences of this character.

It also speaks emphatically of what organization can accomplish.

BAY STATE'S LOW COST LIFE INSURANCE.

A Statement of Just What Savings Bank Life Insurance Has Accomplished in Massachusetts.

It is now some months since the **ELECTRICAL WORKER** published an authoritative statement of the details of the Massachusetts movement for wage earners' insurance to be offered at actual cost to the insured—a scheme which the American Federation of Labor approved at the Denver meeting a year ago and which has attracted a great deal of attention and interest in other quarters. The value of the plan as a theoretical proposition then looked to be undeniable to leaders of organized labor, just as it had seemed incontestable to the legislators of the Bay State who were called upon to consider it in the spring of 1907.

A statement can now be made of the first year's accomplishment of the savings bank insurance system in practical operation in Massachusetts:

First—The movement began with the publication in September, 1906, in *Cliker's*, of an article by Louis D. Brandeis, Esq., of Boston, entitled, "Wage Earners Life Insurance," which set forth the abuses of the industrial insurance system, and proposed as a remedy the establishment of an insurance department in connection with the savings banks.

A plan for legislation of this character was submitted to the Recess Insurance Committee appointed by the Massachusetts Legislature of 1906. This plan was unanimously recommended by that committee to the Legislature of 1907.

The savings bank insurance and annuity bill was passed on June 26, 1907. The Trustees of the General Insurance Guaranty Fund, who exercise general supervision over the system, were appointed in July, 1907. The State Actuary was selected by the Trustees in October, 1907. The large amount of work required of the State Actuary and State Medical Director before the system could be put into operation delayed the opening of the insurance department of any bank until the end of June, 1908, when the Whitman Savings Bank established its insurance department. Even then the preliminary actuarial work had only been in part performed, and it was not until some months later that the system was in what may be called working order.

The People's Savings Bank of Brockton opened its insurance department November 2, 1908.

Second—The financial year of the savings bank begins November 1. The first year, therefore, of the savings bank in-

surance system in operation closed October 31, 1909. The report showing the operation of both the Whitman Savings Bank and the People's Savings Bank of Brockton has just been made with the following result:

1. The aggregate insurance of the two banks outstanding at the end of the year (not including annuity or pension policies) was about \$1,000,000—the policies being 2521 and averaging \$393.79.

2. The insurance departments earned, after setting apart the full legal reserve, calculated on the most conservative basis, and in addition an amount equal to four per cent of the premiums to the Trustees of the General Insurance Guaranty Fund, and paying interest at the rate of four per cent on the special guaranty fund of \$25,000 for each bank, a surplus from which they have declared payable to the holders of all of the monthly premium policies a dividend of 8 1-3 per cent.

For the payment of this dividend only 25 per cent of the surplus profit earned is required. The remaining 75 per cent of the profits is set apart as a surplus guaranty fund, in addition to the legal reserve and the contribution to the General Guaranty Fund referred to above. Of the expenses of the insurance department during the past year, over two-thirds has consisted of medical fees. The percentage of these to premiums is, of course, unusually heavy in the first year. The State Actuary believes that when the system is in full operation the dividend on the monthly premium policies will be much larger than 8 1-3 per cent, and that a dividend of 20 per cent may reasonably be expected.

A leaflet relating to this dividend has been issued from the State Actuary's office, 161 Devonshire Street, Boston.

Third—The present monthly premium rates are 15 per cent less than the present industrial rates. Savings bank policies, however, being participating policies, the policy-holders, even with the present dividend of 8 1-3 per cent, get a rate which is 23 1-3 per cent less than that of the industrial companies. Putting it in the other way—the present industrial companies' rate is about 30 per cent higher than the net savings bank rate based on this year's dividend.

The rates on the quarterly premium policies of the savings banks, of course, do not show so great an advantage over that of the other companies, but the net

rates are believed to be the lowest rates for policies of similar amount attainable in any legal reserve company.

Fourth—The reduction of rates which the savings insurance banks offer has been made possible by marked changes in the system of doing business. The industrial companies through their solicitors have a house to house solicitation for business, and a weekly house to house collection of premiums, the compensation of the solicitors and collectors being directly dependent upon the amount of the business written and the premiums collected. The savings bank insurance law prohibited the banks from employing paid solicitors and collectors. It undertook to substitute for these, unpaid agencies, and the business actually written by the banks has come mainly through such agencies.

Fifth—The amount of business done by the savings insurance banks, and the advantage in rates now offered, will be but a very small part of the achievement of the savings bank insurance movement. Its greatest success by far has been in its effect upon the industrial insurance companies.

When the abuses of industrial insurance—the terribly high cost to the policyholder, the huge expense rate, and the forfeiture of policies—was called to the attention of the public, it was asserted by the industrial companies that their business was admirably managed, and that the high cost to the policyholder, and the apparently onerous provisions of the policies, were a necessary incident to the business. The lessening of these abuses since the savings bank system was inaugurated has been marked:

1. For a period of at least twenty years prior to the inauguration of the savings bank insurance movement there had been no reduction in the premiums of industrial policies. In the three years since the movement was started, industrial insurance companies' premiums have been reduced on an average of about 27 per cent, the first large reduction having been made as of January 1, 1907, after the plan was submitted to the Legislative Recess Insurance Committee of Massachusetts; the second as of July 1, 1909, after the system had been put into successful operation.

This reduction will soon result in an annual saving to the working people of Massachusetts alone of from \$1,000,000 to \$1,500,000; for the amount of industrial premiums collected by the companies in Massachusetts was, in 1908, \$8,062,389. A relatively small part of the premiums of that year had the benefit of the reduced rate, but as the average life of an industrial policy is less than four years, it will be seen that the saving to the working people, resulting from this reduction in rates in Massachusetts, will, in a few years, rise above \$1,000,000 annually.

The saving in Massachusetts represents, however, only a small part of the saving to the working people of America from the reduction now made. The total industrial premiums collected in the United States in 1908 was about \$90,000,000.

It will be but a few years when the saving effected on the volume of insurance represented by such premiums will be between \$10,000,000 and \$15,000,000 a year.

2. Another great change to the advantage of policy-holders resulting from the inauguration of the savings bank insurance movement is the increase of the amount payable in case of the death of the insured within the first year after the policy is written.

For probably twenty years prior to the inauguration of the savings bank insurance movement, the policies of the leading industrial companies provided that in case of death within the first six months, only one-fourth of the face of the policy would be paid, and in case of death within the second six months, only one-half of the face of the policy would be paid.

The savings insurance advocates insisted that such provisions were in effect delusive, and in view of the fact that more than one-half of all industrial policies lapse within a year, the effect was to make the industrial insurance for an appreciable portion of the average time covered by the policy, not only twice as expensive as ordinary insurance, but indeed four or eight times as expensive.

The savings bank insurance policies provide that the full amount written in the policy shall be payable even in case of death immediately after the policy is written, and one-half payable in case of death within the first six months.

3. For the last ten years prior to the inauguration of the savings bank insurance movement, the two leading industrial companies gave no cash surrender value until the end of twenty years after the date of the policy, and in case of lapse of policy, gave a small paid up value after three years, but denied to the insured the right to extended insurance.

The Massachusetts savings bank insurance act provided that no policy should be forfeited after premiums covering six months had been paid, and that in the event that premium payments then ceased, the insured should have either a cash surrender value, paid-up insurance or extended insurance.

Since the inauguration of the savings bank insurance movement, the two leading industrial companies have changed their policies so as to give extended insurance after three years, and a cash surrender value after ten years.

Sixth—It is, of course, apparent that the great success of this movement in effecting such important reforms in the abuses of the industrial companies has

made competition with them more difficult to establish. The advantages over them in rates and terms which the Bay State savings banks had to offer when the movement started, have, so far as the policy-holders are concerned, been lessened by half through the reforms which the companies have been induced to adopt. They claim now to have accepted the principle on which savings bank insurance rests—namely, that the working people should be served in respect to life insurance by a social institution rather than by an exploiting business—and have given some evidence of an intention to act upon it. There are those, however, who still believe that even if the industrial companies were conducted with a sincere desire to serve the people, that could not be the sole purpose

of their organization; that a necessary incident, if not the purpose of the business, is the control by a few capitalists of a vast aggregation of savings drained from the working people of the whole country—a programme which presents dangers and develops abuses that cannot safely be ignored. No system of workmen's insurance based upon such a foundation can secure the confidence of the working people. It is the aim of the savings bank insurance movement to counteract such danger by the necessary localization of the reserves in altruistic institutions as much as to reduce the burden of insurance premiums.

Far more has been accomplished by the savings bank insurance movement within the three years than even its most ardent supporters had dared hope for.

WORKMEN'S INSURANCE AND BENEFIT FUNDS IN THE UNITED STATES.

The great extent to which aid is extended by workmen to each other through co-operative insurance and benefit funds or societies in cases of disability, death, or other adversity and the tendency of employers to assist in the support of such funds and to grant pensions to superannuated and disabled employees, are shown in the twenty-third annual report of the Commissioner of Labor, just published. In connection with this report about 1,200 such funds were investigated by the Bureau of Labor.

The two kinds of benefits most frequently found in operation are the death benefit and the temporary disability benefit. The death benefit in the greater number of the funds is designed to be an amount only sufficient to pay funeral expenses. Some funds, however, offer a life insurance of a considerable sum. The temporary disability benefit is intended to compensate in part for the loss of wages occasioned by sickness or accident. The continuance of this benefit almost always is limited to a definite period. Frequently no benefit is paid for the first few days of a disability due to sickness, and in many funds a certain length of membership is required before benefits are given.

A number of funds pay a permanent disability benefit, designed to provide for a member who becomes totally incapacitated, or who suffers the loss of eyesight or of some part of his body. The super-

annuation benefit for members incapacitated by age is not developed as yet to any great extent, but appears to be increasing in favor. Quite a number of funds pay a benefit on the death of the wife of a member or of some other dependent.

NATIONAL LABOR ORGANIZATION BENEFIT FUNDS.

In 1881 there were about twenty national or international labor organizations in the United States; in 1907 there were 125 or more. While collective bargaining is the feature of labor organizations that most often comes to public attention, the report shows the benefit or relief feature to be one of great magnitude in many labor bodies. Since the formation of national unions followed that of the local unions, the payment of benefits by national unions did not begin so early as in the local unions. In the majority of the early national trade unions benefit features were not instituted until many years after such national unions were organized, while in many of the national unions organized since 1880 benefit features were instituted either at the time of organization or shortly afterwards.

The report covers 84 national labor organization benefit funds, all of which pay death benefits. The amount of the death benefit varies widely, ranging from as low as \$15 to as high as \$4,500. The amount occurring more often than any other is

\$100. About one-half of the organizations pay varying amounts, according to class and length of membership.

Nineteen of the organizations pay temporary disability benefits. The benefits are small, there being only two instances in which they exceed \$6 per week. One-fourth of the organizations pay permanent disability benefits, usually varying according to the nature of the disability.

Four national unions have superannuation benefits in operation, and five others have this benefit instituted but not yet operative. Seven organizations pay benefits on the death of members' wives. Other forms of benefits paid in a few instances are shipwreck, unemployment, and tool insurance.

LOCAL LABOR ORGANIZATION BENEFIT FUNDS.

The report covers 530 local labor organization funds, representing about 90 trades, paying benefits to members. Many other locals paying benefits were not canvassed. In some few organizations members receive benefits from both their national and local bodies.

Of the 530 local unions investigated, 346 pay temporary disability benefits; 401 pay benefits on account of death of members, 86 on death of members' wives, and 40 on death of other dependents; 10 pay unemployment benefits, and 10 pay permanent disability benefits.

A few of the locals of the more highly paid occupations pay a temporary disability benefit as high as \$10 or \$15 per week, while others pay as low as \$1 or \$2 per week. The rate most frequently reported is \$5 per week. The average length of disability paid for per member of the funds was about 2½ days. The average period of disability paid for per beneficiary was 27½ days, and the average payment per beneficiary was 80 cents per day of disability. About 9 per cent of the members received benefits some time during the year.

The lump-sum death benefits most frequently paid are \$100, \$75 and \$50. Another frequent death benefit is the amount obtained by assessment of \$1 per member. A number of unions pay much larger amounts. The average amount paid per death in the local union funds investigated was \$116.88. The predominating benefit paid on the death of a member's wife is \$50.

RAILROAD RELIEF FUNDS.

Information in regard to 50 railroad funds is included in the report. Of these, 14 are pension systems maintained entirely by the employing companies. Pensions are as a rule based on age and length of service, usually on the basis of 1 per cent for each year of service of the average pay for the ten years next preceding retirement. In most of the systems pen-

sions for superannuation are granted to employees retired at 65 or 70 years of age, after from 10 to 30 years of service, and for incapacity to employees 60 to 69 years of age.

Employees contribute all or a large part of the revenues of the remaining 36 funds investigated, 8 only being contributed to by the companies involved. One company contributes 50 per cent of the revenue, and the remaining 7 amounts varying from 20 per cent to less than 1 per cent of the amount contributed by the employees. In these 8 funds there are provisions for relieving the funds from all claims of benefits if a suit for damages is brought against the company. Thirty-one of these 36 funds pay benefits for temporary disability, ranging from \$2.50 to \$20 per week. Thirty-four pay death benefits, the average payment per death having been \$588. Several of these funds pay benefits in cases of permanent disability, and one pays a superannuation benefit.

ESTABLISHMENT BENEFIT FUNDS.

The bureau obtained reports from 461 funds in manufacturing and other industrial establishments, including mines, stores, street railways, etc. Many other funds of this character were known to be in existence, but were not canvassed.

Of the funds investigated, 341 are managed by employees, 32 by the establishments, and 88 jointly. The funds are maintained mainly by the contributions of the employees; 139 receive more or less aid from the employers. Membership is made compulsory by employers in 70 funds.

Of the 461 funds investigated, 429 pay temporary disability benefits, 419 pay benefits for death of members, 101 for death of members' wives, and 49 for death of other dependents; 54 funds pay permanent disability benefits and 5 pay superannuation benefits.

The weekly rates of benefits in cases of temporary disability benefits range from 50 cents to \$25, the predominating rates being \$5 and \$6. The average period of disability paid for per member of the funds was 4.7 days. The average period of disability paid for per beneficiary was 22.2 days, and the average benefit payment per beneficiary was about 86 cents per day of disability. About 21 per cent of the members received benefits during the year.

The lump-sum death benefits most frequently paid are \$100, \$75 and \$50. Amounts obtained by assessments of \$1 and of 50 cents per member are also frequent death benefits paid. Several funds pay large benefits, in some instances as high as \$1,500. The average death benefit paid was \$209.76. The predominating amount paid on the death of a member's wife was \$50.

HOSPITAL FUNDS.

Several railroads and industrial establishments operate hospital funds, which differ from the ordinary benefit fund, in that the benefit consists of hospital or home medical treatment, rather than a money payment. Some funds include in their benefit treatment for members' families.

The greater number of hospital funds continue treatment without limitation as to period; others limit the time for which treatment is furnished.

These funds are maintained principally by contributions of members, such contributions being generally deducted from the members' wages.

The industrial benefit societies investigated are societies of workmen generally

restricting their membership to a certain trade or industry, but not making membership dependent on membership in a labor union or employment in any particular establishment. The benefits conferred in these societies do not differ materially from those of the other classes of funds described.

LAWS.

The report gives a summary of the common law and the statute law of the several states and of the United States governing workmen's insurance and benefit funds. The three principal common law topics discussed are the nature of such organizations, the conditions of membership, and the question of acceptance of benefits as a bar to actions for damages.

THE RESULT OF LONG HOURS, SMALL PAY AND SUNDAY LABOR.

South Bethlehem, Pa., May 4, 1910.

Open letter to the Rev. Chas. A. Stelzle, Supt. Dept. of Church and Labor, Presbyterian Church, New York City:

Dear Sir:—In continuation of our short interview last week, I write you fully regarding the attitude of the church in the Bethlehems, Pa., towards the striking workmen of the Bethlehem Steel Company. I desire to say that the church nearly as a whole, the Protestant as well as the Catholic church, gave no aid to the men who were fighting for a great moral issue, one in which every civilized institution should be deeply interested.

For years the workers employed by the Bethlehem Steel Company have been compelled to work long hours and regularly perform Sunday labor. The question of wages I think it unnecessary for me to dwell upon, for every intelligent man knows, and newspaper readers very well remember, how Mr. Schwab has boasted that he employed the cheapest labor in the world under un-American and revolting conditions.

Not being able to increase his force, due to the low wages and terrible conditions, he decided that the men must continue to work long, excessive hours in addition to the regular day of 10 hours and 25 minutes, and labor on Sunday.

In an orderly and respectful manner, though unorganized at the time, which was January of this year, a committee of the machinists waited upon the com-

pany to discuss the matter and enter a protest, which led to the discharge of the committee by the company and a strike by the workers on February 4th, which extended through the whole works, terminating in a general strike February 25th, involving every branch, numbering 8,300 men.

The saloons were closed immediately, by order of the County Judge, and remained closed for nearly seven weeks, and were not opened until at least a majority of the saloon keepers had obeyed the orders of Mr. Schwab, by turning against the strikers and using their influence to prevent the men from using municipal hall and all other halls.

The strikers at almost every daily meeting appealed to the ministers and invited them to join in the crusade against labor upon the Sabbath day. In fact, they passed resolutions and the Executive Committee sent the ministers a public invitation and later a challenge to the church to state its position, as to whether or not the church was against Sunday labor or for the Bethlehem Steel Co.

During all this struggle, lasting several weeks, only two priests, Father Fretz and Father Valarky, took advantage of our standing invitation to address the men upon this great moral issue, both speaking feelingly, declaring their sympathies with the men.

The Protestant Ministerial Association, as a body, practically championed the cause of the corporation, and went as far

as excusing, or trying to find excuses, for men desecrating the Sabbath day.

It is publicly known here that the church can collect its fees and dues through the corporation's office. It is stated here by the workers that the company has taken money out of the pay envelopes of the laboring men without their consent and paid same over to the clergy, and that there is a standing offer to all the ministers by the Bethlehem Steel Co. to have the church dues collected through the company's office. Whether this has anything to do with assisting the company and advocating the men to return to work under the old conditions, *Sunday work included*, and wages from 12½ cents per hour to 17½ and 20 cents for skilled mechanics, I do not know; the clergymen can tell.

The facts are that priests and ministers alike, excepting one or two, all urged the men to go back to work, practically acting as agents for the company.

Mr. Chas. M. Schwab was never known to be a cheap man except in labor. He owns private cars, steam yachts, builds palaces, and to show that he will go the limit, I may call your attention to the statement made by him that "it cost him one million dollars to land the Argentine Republic contract." How he spent the money he did not say, nor did he say how much it cost him each year to secure nine million dollars worth of work from the U. S. Government.

If I were asked my personal opinion about a priest or minister who would silently give his consent to labor upon the Sabbath day, particularly under such revolting conditions as exist here, or find excuses for the corporation, I would say to you that he was an enemy of the people, a dangerous man to the republic, a man eager to do as told by the corporations.

The attitude of the church in South Bethlehem and Bethlehem in the strike has made many people sit up and think, and take notice. I am sure that it is not going to assist you much in your work. It will make the trades union leaders, and laboring people generally, more careful as to their future attitude toward the church.

If the church does not condemn the attitude of these priests and ministers, then labor has the right to assume that priests and ministers are only playing the religious game as a profession.

It seems to me that a thorough investigation by a fair, impartial committee of honest churchmen would bring to light sufficient evidence to censure the supposed apostles of Jesus Christ, who are unwilling to defend the laws of God.

What inducement can the church offer when the leaders themselves are shielding corporations and upholding them in wrong doing? Your efforts to bring the church and labor together and in a closer alliance to work for the moral and social uplift and elevation of mankind instead of the demoralization and degradation of the toilers, would make greater progress by the church ridding itself of men who are willing to sacrifice every principle the church should stand for to please the interests of such corporations as the Bethlehem Steel Company.

Respectfully yours,

JACOB TAZELAAR,
General Organizer American
Federation of Labor.

NOTE.—Since writing the above the press reports that Dr. Neill, in his report to the Bureau of Commerce and Labor, severely denounces the un-American and revolting conditions which churches and business men have defended.

The following is a brief submitted to President Taft by the strikers' representatives:

Washington, D. C., April 7, 1910.

Sir:—We, the committee representing the striking workmen of South Bethlehem, Pennsylvania, employed by the Bethlehem Steel Company, present to you a statement of their grievances, which we believe will merit a thorough investigation. We believe that an enlightened nation should take a deep interest in the welfare of men who labor upon government work, particularly when the employers are enjoying the benefits of a high protective tariff and are the recipients of valuable government contracts. On behalf of these workmen we charge:

That the strike which has caused great delay upon government work was wholly due to the arbitrary methods of the Bethlehem Steel Company, in demanding that the men labor many hours in excess of the recognized workday, as well as compelling the workers to labor upon the Sabbath day and legal holidays.

That the company has discharged many men who failed or refused to work these excessive hours, or labor on Sundays and legal holidays.

That the rate of compensation paid to the workmen is extremely low, a rate entirely inadequate for decent, respectable workingmen in our country and entirely too low for the class of work requiring the highest skill. Hundreds of men receiving twelve and one-half cents per hour are compelled to labor regularly twelve hours per day, seven days per week; while hundreds of men in skilled



occupations receive from fourteen cents to twenty-two cents per hour, those receiving in excess of twenty-five cents per hour are limited to a small number.

We charge that during night work and overtime, defective work is surreptitiously and artificially treated, patched and welded, thereby escaping the vigilance of inspectors who are not required to work overtime by the government.

The employees fear to furnish information to the government inspectors relative to defective work or faulty construction. To do so would be at their peril.

That the Bethlehem Steel Company enjoys the benefits of a high protective tariff and is the recipient of valuable government contracts amounting to millions of dollars annually from which it obtains enormous profits. In spite of these advantages it exacts a maximum of toil for a wholly inadequate minimum wage and constantly strives to lower the standard of living to the barest point of existence.

We further call to your attention that the group of business men who called upon you April 6th were favorably disposed to the workers in their attempt to secure better compensation and the abolition of overtime as well as Sunday labor, until Charles M. Schwab threatened to close down the works unless these same business men came to his defense. Mr. Schwab declared that it had cost him one million dollars to land the contract for the construction of battleships for the Argentine Republic. He then appointed a committee of business men to go to Congress to offset the efforts of the laboring men who had urged Congress to withdraw further government contracts until labor received better and more humane treatment at the hands of the Bethlehem Steel Company.

We protest against the United States Government giving additional contracts to the Bethlehem Steel Company while the inhuman conditions herein referred to are maintained by the company, and we further protest against exposing the brave defenders of the nation in the army and navy to the unnecessary dangers of defective armaments.

To further show how the general interests of society are endangered we quote from an address made to the strikers by Father Fretz, who is a lover of his kind and an honored spiritual leader in South Bethlehem. Father Fretz said:

"I have labored among my people in this community for nineteen years and I know that the Bethlehem Steel Company is a human slaughter house."

Therefore, in the public interest, as well as direct representatives of citizens with serious grievances, we bring these

charges to you as the Executive of the nation, and in the name of the workers we represent we enter a most emphatic protest against the government of the United States engaging in an unholy alliance with a group of predatory interests whose chief aim is profits and who care not what effect their methods have upon the American workmen and the American home.

We urgently request that you give this important grievance your careful consideration and prompt action. We also request that you direct that the report of the Department of Commerce and Labor, which has recently made a partial investigation of conditions which obtain at South Bethlehem and of the Bethlehem Steel Company in its relations to the workers there, be immediately made public.

Respectfully submitted,
DAVID WILLIAMS,
JOHN LOUGHREY,
Committee.

HON. WILLIAM H. TAFT,
President of the United States.

Resolutions passed at a monster mass meeting of the business men, professional men and citizens, held in the Palace Theatre, repudiating the actions of certain business men of the Bethlehems, Pa., in advocating the cause of Mr. Charles M. Schwab, starvation wages, long hours and Sunday labor, asking that the United States Government continue to furnish him work, regardless of the unbearable conditions now existing.

RESOLUTIONS.

South Bethlehem, Pa., April 3, 1910.

WHEREAS, The Business Men's Association of South Bethlehem, Pa., has seen fit to come to the rescue of Mr. Chas. M. Schwab, at his command, to assist the Bethlehem Steel Company in its unsuccessful and disastrous fight against the workingmen for better conditions and the abolition of Sunday labor; and

WHEREAS, This Business Men's Association has tried, and is now trying, to deceive the members of Congress and the foreign governments by making them believe that the Bethlehem Steel Company is able to complete its contracts and is able to contract for future business, knowing that its plant is in a most disorganized and chaotic state, almost bordering upon the point of dissolution, due to the fact that the company has been, and will be, unable to secure competent workmen; and

WHEREAS, These small merchants, fearing the loss of trade, are easily induced by a big corporation to sign and swear to almost any document in order to secure trade, regardless of the conse-

quences, even if such act would lead to the loss of life caused by the production of unsafe and poorly finished product, which the soldiers and sailors of our country are compelled to use, in either practice or actual warfare; and

WHEREAS, These business men have only one object in view, and that is to continue the sale of their merchandise regardless of the consequences; and

WHEREAS, They are trying to place the workingmen in a false light by leading the Congressmen and foreign governments to believe that this movement is a question of union labor, and that the movement is supported by irresponsible agitators, whereas the struggle was begun by the employees of the company themselves, because they could no longer endure the oppression of the Bethlehem Steel Company; therefore,

We, the citizens of South Bethlehem, Pa., in mass convention assembled this day, enter a most emphatic protest against the position taken by the business men, and we repudiate their position because it is wholly based on misrepresentation, and we desire to assure the world at large that as soon as the Bethlehem Steel Company agree to pay living wages, and agrees to abolish overtime and

Sunday labor, or agrees to pay additional compensation for extra time, and will re-engage the services of its competent former employees, thereby assuring the United States Government and foreign governments that it is able to produce high class product, which will not place the lives of innocent men in danger, either in using the appliances in target practice or in actual engagement; therefore, be it

Resolved, That the attention of Congress and the War Department be called to the fact that the statement of the business men is nothing more nor less than a selfish statement, not in the interest of the country nor with any patriotic feeling or desire to protect the United States Government or the Foreign Governments who have favored this city with their contracts; further

Resolved, That a copy of these resolutions be forwarded to all Congressmen and United States Senators and foreign governments for the purpose of showing to them that the motive and cause which induced the business men to adopt these misleading resolutions were for no other purpose than to save themselves and assist the Bethlehem Steel Company in keeping its workmen in subjection.

SIGNATURES.

ATTENTION! IRON AND STEEL WORKERS.

That "self-preservation is the first law of nature" has been regarded as the truth in all ages. Its application is not only to cases of personal physical encounter, but to all the personal relations of men with each other. And in no field of human effort does it make itself more apparent than in the industrial world of today. It would seem, however, that thousands of men in Allegheny County are living either in ignorance or defiance of that law of self-preservation. This is particularly true of the great steel industry in which an army of men are employed who are giving no thought, apparently, to the life destroying elements with which they must contend in their daily battle for a livelihood."

Beginning with the blast furnace industry and running through all the departments of the steel industry, including tube, structural, rail, bar and other departments, there is a condition of absolute helplessness on the part of the workers that makes the application of the law of self-preservation an impossibility. This condition of helplessness is the natural effect of a cause. And the cause is disorganization among the workers. The lack of an organization, embracing these

thousands of workers, which would permit them to utilize their great power for their own protection. That would make it possible for them to protect their own interests that would enable them to make a practical protest against their long, weary hours of toil, and the low wages received for their labor.

Believing that the men of the steel and iron industry realize the crying need of such an organization, the Amalgamated Association of Iron, Steel and Tin Workers is extending an invitation to all blast furnace, tube works, and steel mill employees to join in the work of cementing all the workers of this great industry in a powerful organization for their mutual protection and welfare. It is hardly necessary to point out the wisdom and necessity of such action on the part of the workers at this time when the powerful capitalized corporations, headed by the billion dollar Steel Trust, are reaping such rich rewards from the toil of the workers and in imposing their unspeakable conditions of employment, such as 12-hour work-days, Sunday labor, and low wages, on the employees. The United States Steel Corporation in dull times makes on an average of \$600.00 per year

for each and every man, woman and child in its employ. Do such profits as these justify 12-hour work-days and unnecessary Sunday labor?

These profits are possible only because the trust is complete master over its thousands of employees, and dictates absolutely the wage rates and conditions of employment. The Trust can do this only because its employees are unorganized and can therefore offer no resistance. To prove this we have but to call attention to the relative wages paid in the mining industry of Allegheny County, Pa., and the wages paid in the steel industry of that county. Mine laborers receive \$2.36 for 8 hours work, while the steel mill laborers receive only \$1.50 to \$1.75 for 12 hours work. The skilled labor is paid relatively better in the mines than in the steel industry. The reason for this is that the men in the mining industry have a strong organization embracing all the men around the mines, while the men in the blast furnaces and steel plants act as individuals and are helpless against an oppressive corporation.

There is but one way to relieve this situation for the men in the iron and steel industry. That way is to organize them into one powerful organization, embracing all branches of the steel and iron industry, beginning with the blast furnace workers. The Amalgamated Association of Iron, Steel and Tin Plate Workers is undertaking the task of making such

an organization by taking all these different branches of the iron and steel industry into its fold. Such an organization is a necessity in the iron and steel industry, and is the one thing that will command the respect of the arrogant trusts and corporations, and that will get consideration for the rights of the workers. The experiences of a third of a century makes the Amalgamated Association of Iron, Steel and Tin Workers fitted for this task of organization, and it assumes the task with confidence in its ability to succeed. It asks you as one of the workers, regardless of nationality or creed, to join with it in its fight for the emancipation of yourself and fellow-workers from the industrial tyranny of the steel masters of the country.

Forget that you are English, Irish, Welsh, Slavish, Polish, German, Croatian, Italian or Hungarian. Remember always that you are a working man, with interests in common with and inseparable from those of all other workingmen. Let your motto be, "An injury to one is the concern of all."

Organize for better pay!

Organize for a shorter day!

Organize! Organize! Organize! Organize!

For further information address P. J. McArdle, 506 House Building, Pittsburgh, Pa.

All correspondence confidential.

HOW WILL THEY ANSWER?

BY JOHN B. POWELL.

A DISTINGUISHED lawyer, recently before the people's political eye, once presented in court a number of hypothetical questions which, it is said, required fifty-five minutes to read and contained 21,177 words. His effort secured rulings from the judge and answers from witnesses that served him well in several other cases. In his closing argument he cited authorities and cases which were positively against his opponents. These, and some that were directly in their favor, he, by his hypotheses, turned the judge, jury and witnesses to the advantage of his client.

What is quite remarkable about the effort is that, though its bearings were upon questions of "rating, valuing and compensating" for certain "mental and physical work" of a person who claimed to be competent and a member of an as-

sociation of competent workmen, competency being a qualification of membership, each member holding a certificate to that effect.

The attorney's client was admitted to the association. It employed him to do certain work. His competency was not denied. The society refused to pay him his price "after it had learned his method, system and results." He declined to accept a reduction, quit his work and persuaded others to neither join the society or do work for it. Now it appears that, with appropriate changing, the attorney's questions might be applied to the cause and case of organized labor in prosecutions instituted, decided, pending or liable to be brought at any moment against it. While it doubtless would be no difficult matter for any of labor's attorneys to cite fitting and available references of service to unions and unionists, the change hypotheses may be valuable as incidental and

suggested information; though, as were presented, some portions would doubtless be objected to and ruled against. In the main, however, every one is pertinent, and in some particulars would, before an unbiased, unprejudiced judge or jury, convict, as "rampant" violators of the constitutions and laws of many states and the constitution and laws of the republic, the opponents of strikes, boycotts, higher wages, shorter hours, the use of the "unfair," "We don't patronize" lists and the closed shop idea.

"If" it is asked, "a right or action were implied in or recognized by the constitution or laws, or both, of the United States of America, or any state or territory thereof, as legitimately personal or individual, would two or more persons have cause to agree, or associate together for the purpose of agreeing, to and among and for themselves and for others, to collectively, severally or separately do or say that which might invalidate or seriously involve such right or action?"

Assuming that all such persons or all members of such an association were at least morally bound, each to the other and all in unity, to respect and fulfill, in all parts and particulars, each and every bond, obligation and agreement, described, defined, specified or implied, would it be lawful and proper to enjoin them, or any of them, or any person or persons which said bond, obligation or agreement might affect or concern, from exercising such personal or individual right or action, or from performing any or each and every such bond, obligation or agreement?

Assuming that such right or action, bond, obligation or agreement covered a right to fix, or establish, remuneration, compensation, wages, stated or acknowledged, or a right to dispose of, or fix a price for, whatever resulted from mental and physical labor or services, assuming that such labor or services were of fair quality and strength, value and advantage, would it be lawful and proper to deny to any person or persons, so laboring or serving, either of such covered rights?

Assuming that such labor or services bore a mark, token, label, stamp, certificate of diploma indicating and guaranteeing the character, source, quality, value or advantage of any such mental or physical labor, service or result, where the same were for general use, hire or sale, would it be lawful and proper for any person, or persons acting in concert, or otherwise, to privately or secretly or openly devise and establish such or any such mark, token, label, stamp, certificate, diploma or guarantee?

Assuming the affirmative to this reference, would it be lawful and proper to enjoin, or otherwise prohibit any and all

persons from doing such labor or service, or from buying, selling, using or otherwise favoring such labor or service or the result thereof, if it bore no such mark, token, label, stamp, certificate, diploma or guarantee?

Assuming the negative to this reference, would it be lawful or proper, or both, to, in anywise, favor, recognize, use or patronize only such labor, service or result as bore a or any mark, token, label, stamp, certificate, diploma or guarantee?

Assuming the affirmative to this reference, would it be lawful and proper to enjoin, or in any manner, or by any means, prevent any and every person to individually, or to join with two or more other persons for the purpose of preventing another person or other persons, from publishing, mentioning or referring to any person or persons as doing or engaged to do such labor, service or result whether such person or persons, labor, service or results did or did not bear a or any mark, token, label, stamp, certificate, diploma or guarantee?

Assuming the negative to this reference, would it be lawful and proper to devise, establish and adopt and use, by any means, manner, method, system or way, force, to require and demand the use of any or a certain mark, token, label, stamp, certificate or guarantee by or from any person or persons possessing and exercising the right or action hereinbefore and first mentioned, or performing or offering to perform, mental and physical labor or service done or offered to be done under such right or action?

It will be seen upon careful study and digestment of the phrasings and shadings of the foregoing interrogations, that not one of the opponents of labor's contentions can conscientiously and truthfully answer them without being guilty of willful evasion and in some instances of intimidation, coercion and conspiracy against organized labor and for illegally straining and restraining trade and commerce, and also for violating the Constitution of the United States, many national—especially the Sherman act—and state and local laws and decisions of the Supreme Court and Federal and state courts.

Surprise takes no footing that the tendency of the judicial, legislative and executive branches of the entire government is toward aiding and establishing an imperialistic, autocratic supremacy over the common people at large, the wage earning masses in particular.

"There is a new force at work," says James R. Garfield, of Ohio. "A new order of things is being established in our social, industrial and political life. We cannot deceive ourselves with the idea that the people will be satisfied with a mere repetition of promises; they de-

mand and are entitled to action." All of which is unquestionably and gravely true. But the force at work is the one that has been fighting for years and years this tendency—the tyranny and concentration of wealth, which Richard Henry Edwards, the able editor of "Studies in American Social Conditions," says is "the mightiest undercurrent of our national government, the force that is sweeping into the hands

of the few the very direction of our industries, warping the press, assuming judicial dictation and regulating the standard of living."

It seems pertinent to recall the chiding of Delegate Ramsey at Denver, and not let another election set organized labor still further under this rising supremacy.

Be not only political but industrial insurgents.

THE WISDOM OF HOPE.

BY MARGARET SCOTT HALL.

"**N**OBODY never gets nothin', doin' nothin' for nobody for nothin'." This is a grumpy, pessimistic sentiment. It may contain a safe and sound suggestion for a business motto, but it hasn't a happy sound. It is not co-operative.

The idealist would contend more for the elimination of self; for the helpful, genial nature; for the spirit of brotherhood and a tender, generous thoughtfulness for the welfare of others. Along the line of least resistance lies the smoothest and safest road, but labor is forced into the attitude of the Irishman who loved peace so much he was determined to have peace if he had to fight for it!

Capital has made the way for labor harder and harder until not only the door of advancement has been barred against the poor, but existence itself is becoming for them a problem of increasing degradation and pauperism.

General dissatisfaction of consumers started investigation in regard to extreme conditions of living, but so far no relief has resulted. Food prices are abnormal and industrial inharmony still prevails.

Hope, which is supposed to spring eternal in the human breast, reaches a very low ebb, and requires constant cultivation when darkness and despair threaten to overwhelm our prospects.

We must combine high courage and true philosophy to reason our way to hope and happiness when fear and desperation drive us forward, and we cannot see beyond the deep slough of despond whose slime is at our feet.

But the wisdom of hope for the workers is the best and brightest lesson ever inculcated.

"Labor is worship," and the optimist is alone the happy hearted among earth's low or lofty.

"Infinite love is the source of all harmony." No trust has cornered the market, and no creed has a monopoly on this

unfailing supply and this infallible source, where on demand, grace abounds sufficient for all human need.

They who tread the path of labor
Follow where my feet have trod,
They who work without complaining
Do the holy will of God.

With labor smarting under capitalistic oppression, such counsel sounds well, but is not likely to go far in practical application.

The atmosphere is electrical—vibrant with unrest and the mutterings of discontent.

When storm clouds gather ominous and dark and the lightnings flash and thunders roll and crash over a startled world, we expect a tempest, or prepare to seek what refuge we may from the fury of cyclone or tornado.

The forces of the elements arrayed against each other in conflict occasion destruction and disaster, yet after the storm the atmosphere is clearer and purer for the disturbance.

When any nation attains to the extreme, progresses to the limit of wealth and of poverty in a degree where waste, extravagance and a flaunting affluence trample over the hunger, want and misery of humanity—where rottenness and corruption have spread from the very core to the surface, then the cyclone is pending.

The moral atmosphere needs purifying, and subject to all natural law, revolution or revision of some sort becomes inevitable.

If anarchy is to result from abnormal relations in business between capital and labor, the French Revolution will have found a counterpart of horror—a modern reproduction in America. But there is no use to grieve and groan and grouch, or cross bridges before they are reached, in regard to the situation. Hope on, and know that when the storm breaks we are

as liable to security as any one else. "Those who are down need fear no fall." Those upon the pinnacle of grandeur should tremble for safety. The hovel is already low and a few rags burn quickly. It is the palace that will make the greater wreckage, and the gorgeous furnishings and fine raiment that will go up in the biggest smoke when opposing forces crash in the final fury of conflict.

Financial ability is a quality possessed unequally by men of all social grades, but duty and responsibility rest on the individual in proportion to natural and acquired blessings.

In the complex problems now calling for solution, the crisis almost ready to confront the American public may be averted or safely passed within the second decade of the new century.

Philanthropy claims attention to unprecedented liberality. Fortunes amassed at the expense of hope, home, love, life and liberty are to be dispensed in the form of charity to a pauperized people.

Men, do not relish colossal philanthropy dispensed to them as the price of their dearest privileges. Give humanity a chance that men may help themselves

up to a decent prosperity and respectability.

History repeats itself, and as power and wealth accumulate strength, they must also assume the responsibility imposed by such acquisition.

Public protest against unfair conditions is only a symptom among many of some change that must come for men and methods.

In the great inharmony of the times, industrial education, and the broad and humane tenets of brotherhood ought to cheer the intensely human masses to a fuller realization and application of the golden rule.

We cannot evade the responsibility of brotherhood. As we discharge such obligations we enlarge and enrich our own lives.

Then there is every reason to encourage our weary and heavy laden burden-bearers to new courage and optimism for better times to come.

And though this world with devils filled
Should threaten to undo us,
We will not fear, for God has willed
His truth to triumph through us.

PRICE LIST OF SUPPLIES.

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Address PETER W. COLLINS, G. S.

CORRESPONDENCE.

Pueblo No. 12.

EDITOR ELECTRICAL WORKER:

At this time No. 12 is very busy. We have more work than we can hardly do. The inside men, anyway, have been short on wiremen, that is, card men, and there is no need of any other kind coming here; they will find nothing doing unless they have the goods. All linemen are busy now. The Colorado Tel. Co. have increased the linemen now to \$3.25 for eight hours. We now miss Bro. R. O. Osborn in the lodge room. He has gone in business for himself at 122 W. Second street, the Central Electrical Co., and is doing fine. He has all the work he can do, and since he went in business has got the largest job going. You can't keep a good man down.

There has been some brothers wondering where Bro. Mackey is; would like to know so they could congratulate him.

Fraternally,

J. H. PHILLIPS,
Press Secretary.

Minneapolis No. 24.

EDITOR ELECTRICAL WORKER:

April is passing, and May 1st will be here very shortly; the flowers have blossomed and in turn got killed by a nice frost. The sun has come out again and we all feel fine. So I will try and send a few lines to the WORKER.

Well, Local 24 is still moving along nicely and everybody is working. We opened our Charter and took in twenty-five applicants last meeting night and expect to take in twice as many more next meeting. All the boys went out after members and most of them got their man, or will get him for next meeting night. That isn't all we got up here lately, and we didn't get the scarlet fever, either. Mumps? No. Chicken pox? No. Measles? No. What then? Well, it is a real live dual local, and I am sorry to say it is so big they couldn't get a hall in Minneapolis to hold them, so they went to Midway to meet. They organized April 21st, but I wasn't over, so don't know who their officers are. From what one of their members told me, they would have about six hundred members in by next meeting night, but I think, in fact, can almost swear, that it will be nearer six.

They have one very highly educated man in their ranks who says that No. 24 has misused him something scandalous in the past; also says we lost a strike and that made him lose a lot of money.

I would like to state just what No. 24 done to that man who says we used him so badly. In the winter of 1904 this man was taken sick with rheumatism of the heart. He was sent to a local hospital and taken care of for about three months. Local No. 24 not only paid him sick benefits, but also hospital and doctor bills during his illness. And that wasn't all the mean things we done to him. Upon four different occasions it became necessary to administer anti-toxin to keep him alive, and the local told the doctor and attending nurses to go ahead. Now if the anti-toxin had not been administered at those times this much-abused man would no doubt be digging somewhere else or (who can tell?) stringing wire upon the harps that were hung upon the willow tree. He is also in arrears to No. 24 for about two years' dues, and, of course, we are to blame for that.

Now, Mr. Editor, I hate to dwell upon anything like that, but when a local has saved a man's life four times in one winter it seems pretty small for him to go out and say that we misused him, for we actually thought at the time he wanted to live.

As far as some of the others in the dual local, they are simply backsliders from the real organization here and men that have never made any study of the controversy until two weeks ago, when Bismark came to town.

But all I can say is 23, 24, 292 and 541 are going right ahead and line up all the men they can get, and I think we can handle the situation here, although if we could get a man for an organizer in the field we could grow a lot faster.

Bros. Anne, Fisher and Spooner were delegated to feed the goat so he will be ready for our next regular meeting when we expect him to carry twenty-five new members through a phantom transposition in a sixty-five thousand volt circuit, and he has got to carry them all at once.

Hoping this won't be consigned to the waste paper basket, because I want to read it myself.

S. G. DYER,
Press Secretary.

Buffalo No. 41.

EDITOR ELECTRICAL WORKER:

The following resolutions of respect were adopted by Local Union No. 41, I. B. E. W., on the death of Bro. J. H. Honnicker, who passed from our midst March 2, 1910:

WHEREAS, It has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed friend and brother; and,

WHEREAS, In view of the loss sustained by us in the decease of our friend and associate, and the still greater loss sustained by those near and dear to him; therefore, be it

Resolved, That we sincerely console with the relatives of the deceased in the dispensation of Divine Providence and that the heartfelt testimonial of our sympathy and sorrow be forwarded to the relatives of our friend and brother; and be it further

Resolved, That we drape our Charter for a period of thirty days in memory of our deceased brother, and a copy of these resolutions be recorded in our minutes and a copy sent our official journal for publication, and a copy be sent to the relatives of our late brother.

JNO. E. McCADDEN.

ALBERT E. SIMONS.

RICHARD W. GRAESSER,
Committee.**New Orleans No. 130.**

EDITOR ELECTRICAL WORKER:

I am writing you, per instructions from our local, an account of the death of our late brother, Wm. G. Crenshaw, and trust you will give this space in your journal, as our late brother had numerous friends all over the country. Bro. Crenshaw was killed on the railroad while riding between New Orleans and Beaumont, and Local No. 130 took charge of his body, which was buried in St. Joseph's Cemetery, in our city, and the following set of resolutions were submitted by a committee appointed by the chair:

WHEREAS, It has pleased God, in His infinite wisdom, through His earthly messenger, Death, to visit us and remove from our midst our esteemed brother, Wm. G. Crenshaw; and,

WHEREAS, the intimate relations held during the earthly existence of deceased brother with members of this union make it our solemn duty to express our esteem for his manly worth and deep sorrow at the loss to those nearest and dearest to him; therefore, be it

Resolved, That the sudden removal of such a brother from our midst leaves a vacancy and shadow that will be deeply felt by the union and his friends; that in deep sympathy with the afflicted rela-

tives of our deceased brother we express an earnest hope that even so great a bereavement may be overruled for the greatest good, and we bow in humble submission to God's will; and be it further

Resolved, That our Charter be draped for a period of thirty days as a testimonial of the respect and esteem in which our late brother was held by his fellow members, and that these resolutions be spread on the minutes of our local, and that a copy be sent his bereaved family and a copy sent our official journal for publication.

E. P. PHILLIPS.

P. B. AUTERY,

J. RUSSELL,

Committee.

J. RUSSELL,

Recording Secretary.

San Francisco No. 151.

EDITOR ELECTRICAL WORKER:

The fourth month of the year again here, I will, in my humble way, endeavor to inform the Brotherhood the doings on the Pacific Coast. Things are very quiet here at the present. Both of the companies are letting out their employees every day. The Home Telephone Company has completed their installation and the company has been turned over to the stockholders. The electrification on the Southern Pacific Signal System has not been started yet, and I do not think that it will be for some time.

On the first of the month our Local installed their new receipt system, and I think that we will not have any more trouble with brothers going in the arrears, as they can watch the journal for their per capita, and they should make it their business to do this, and then they will never be in arrears if they pay their month's dues.

Well, brothers, we have the Pacific Telephone Company pretty well organized and I think that all the other Locals on this coast should make an attempt to do the same. It is a fact that every day men come from Los Angeles and other points in California, Oregon and Washington, and tell me when they make their application that as long as they were in these places no one ever asked them for an application. Brothers, this looks bad. I think that every member of this great Brotherhood should make it a practice in his day's work to ask the man next to him if he carries a card in this Brotherhood, and if not it is up to the stranger to get one. In San Francisco we have things pretty well in hand, and when a man makes application to this Local the first thing asked is, "Why did you not join in so and so?" The ap-

plicant then tells us that no one asked him to join. We then investigate and find that such is the truth. This looks bad, and I trust that all the brothers will try and make themselves organizers and get them all into the Brotherhood.

Another important thing, brothers. I think that it would be well for some of our larger Locals to display a little more fraternal feeling to our brothers floating around the country, and remember that no matter what our feeling may be to any officers, we are all Electrical Workers, and it is the aim of us all to do good to all the men that follow the electrical trade. And while speaking of the trade, it seems to me to be a good idea for all the Locals to have a little letter in the WORKER so that we all may know what is doing.

On the first of the month Brother C. A. Tomlinson, 258 Montgomery street, was appointed Financial Secretary, because Brother C. C. Holmes leaves to go to work at mining, so if you see him floating around, treat him right, because there was never a better union man or officer than "Slivers" Holmes.

We have formed a "Label Department" here in the San Francisco Labor Council, and as a delegate I will try and get some of our own labels before the public and see if we cannot get them to ask for the label when a man installs a telephone, or call box, and then the small skate or in arrears members will not be able to escape the business agent.

Well, brother editor, I will close, trusting that our great Brotherhood is growing, and at the same time remembering that in all great Trade Unions the same trouble that we are now facing has happened to them in their early formation. It happens to all organizations where men are united, and some one wants to be an officer, or feels a hatred to see an organization prosper.

With best wishes, I beg to remain for the best will and good success to all and each of the members that have been true to an obligation.

Ever fraternally,

JAMES A. HIMMEL,
Press Secretary.

Schenectady No. 247.

EDITOR ELECTRICAL WORKER:

The following resolutions were adopted by Local No. 247, I. B. E. W.:

WHEREAS, The great Power that takes all and spares none has removed Brother P. J. Duffy from the midst of his shopmates and friends and forever released him from the toils and trials of his brothers and sisters of the working class, who alone creates all the wealth in this world, but yet are compelled to organize into trade and labor unions in order to

protect themselves from the greed and oppression of their economic master; and

WHEREAS, Brother P. J. Duffy has ever proved himself a loyal member of Local No. 247 of the International Brotherhood of Electrical Workers; be it, therefore,

Resolved, That Local No. 247 extend its sympathy to the widow and family of our deceased brother in their bereavement; and be it further

Resolved, That copies of these resolutions be sent to the widow of the deceased brother and to the official journal of the International Brotherhood of Electrical Workers.

J. F. HEATH,
H. M. MERRILL,
R. C. SCHERMERHORN,
Committee.

Albuquerque No. 306.

EDITOR ELECTRICAL WORKER:

Would like to state that this Local, No. 306, have draped their charter for a period of thirty days on account of Bro. Harry Pryor's death. We feel that we have lost one of our most worthy brothers, and we have voted to this effect.

WHEREAS, Bro. Harry Pryor, card No. 76645, a member in good standing of Local No. 306, I. B. E. W., of Albuquerque, New Mexico, passed away March 30, 1910, at St. Louis, Mo. He was one of the most active workers in this Local until he became afflicted with tuberculosis. We have voted to drape the charter for a period of thirty days.

We feel that we have lost one of the best members in the Brotherhood, and we would like to combine our sympathies with his friends and relatives.

Yours truly,

W. A. FUNK,
Secretary.

South Bethlehem No. 657.

EDITOR ELECTRICAL WORKER:

The following resolutions were adopted by the International Brotherhood of Electrical Workers, Local Union No. 657, of South Bethlehem, Pa., for our late brother, Forest Strawn, who was accidentally killed in White House, N. J., in April, 1910:

WHEREAS, It has pleased God, in His infinite wisdom, through His earthly messenger, inexorable death, to visit us and remove from our midst our esteemed brother, Forest Strawn.

WHEREAS, The intimate relations held during his earthly existence of the deceased brother with the members of Local nion No. 657, International Brotherhood of Electrical Workers, of South Bethlehem, Pa., make it our solemn duty to express our esteem for his manly worth and deep sorrow at the loss sus-

tained by those dearest and nearest to him; therefore, be it

Resolved, That the sudden removal of such a brother from our midst leaves a vacancy and a shadow that will be deeply felt by all members of this Local Union and his friends; that in deep sympathy with the afflicted relatives of our deceased brother we express an earnest hope that even so great a bereavement may be overruled for the greatest good, and we bow in humble submission to God's will; and be it further

Resolved, That our Charter be draped

for a period of thirty days as a testimonial of the respect and esteem in which our late brother was held by his fellow members, and that these resolutions be spread upon the minutes of the Local Union and that copies be sent to his bereaved family and to the official journal for publication, and also a copy be sent to the local newspapers for publication.

WARREN E. STAUFFER,
EDWARD T. ENRIGHT,
GEORGE D. BECKER,
Committee.

TO THE LABOR PRESS

BY JACOB TAZELAAR.

(Organizer of A. F. of L.)

No doubt the readers of your paper have read in the Associated Press statements emanating from some source or other, that the strike in the Bethlehem Steel Co., South Bethlehem, Pa., has been settled.

Ever since the beginning of this strike, ten weeks ago, the Associated Press has been at the disposal of Mr. Schwab and his agents, and through it has sent out a great many misleading statements for the purpose of enticing workmen to come to South Bethlehem to work under deplorable conditions.

Out of 8,300 men who were employed in this plant, at least 3,000 have left the Borough of South Bethlehem and have found employment elsewhere. There is still a large number of men on strike who are in no position to leave the borough, though they have received but very little financial assistance the ten weeks that they have been out on strike.

The whole strength of organized labor will be required to secure from Congressmen and U. S. Senators an answer to questions put to them by the executive committee of the striking employees, not to give any further government contracts to the Bethlehem Steel Company, until such time as they adjust their grievances with the striking employees.

It will require the strength of all building trades to bring this company to terms. One of their specialties being the manufacture of vaults, safes, structural iron and gas engines. Nearly all of this product must pass through the hands of union men, particularly in our larger cities where fire-proof buildings are being erected.

The building trades involved in this struggle here are the structural iron workers, carpenters, painters and electrical workers, numbering 1,000 men. The company is now about one year be-

hind in its work, particularly upon government work, and has failed to secure competent help, due to the low wages, long hours and Sunday labor. Failing in their attempts to induce workmen from other points to this city, they are now resorting to other tactics in trying to fill their shops with child labor, and almost every day advertisements can be found in daily and weekly newspapers.

Aside from this the company has a small army of agents on the road enticing young men away from their homes, making all kinds of promises. It must be remembered that for a number of years there has been a close alliance between this company and the U. S. Government. It has been stated on many occasions that some government officials are financially interested, which is thought to be one of the reasons why the Bethlehem Steel Company has secured at least nine million dollars worth of work per year from the U. S. Government. Only a short while ago it was announced that a brother of Pres. Taft had business relations with this company, and was a stockholder in one of the new plants just to be erected.

For a large number of years it was impossible for the unions to secure a foothold in South Bethlehem, owing to the tyranny of Mr. Schwab and his associates, but at last we have succeeded in establishing a good organization here, and I believe that the union sentiment is so strong that this powerful corporation will be unable to destroy the work that has been accomplished.

Every trades unionist is urged to write to the congressmen of his district and U. S. Senators of his state, asking that they use their influence with the War Department not to give any further contracts to the Bethlehem Steel Co. until they adjust the trouble with their workmen.